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11-6-1985

Dade County, Florida School Board and American Federation of State, County and Municipal Employees, Local 1184 (1985)

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Dade County, Florida School Board and American Federation of State, County and Municipal Employees, Local 1184 (1985)

Keywords

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Comments

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AGREEMENT BETWEEN

DADE COUNTY PUBLIC SCHOOLS

AND

AMERICAN FEDERATION OF STATE,

COUNTY, AND MUNICIPAL EMPLOYEES

LOCAL 1184

code
193

EFFECTIVE THROUGH JUNE 30, 1988

BARGAINING UNIT RATIFICATION: OCTOBER 18, 1985
SCHOOL BOARD RATIFICATION: NOVEMBER 6, 1985

6/88

THE SCHOOL BOARD OF DADE COUNTY, FLORIDA

Mr. Paul L. Cejas
Chairman

Mr. Robert Kanick
Vice-Chairman

Mr. G. Holmes Braddock

Dr. Michael Krop

Dr. Kathleen Magrath

Ms. Janet R. McAliley

Mr. William H. Turner

SCHOOL BOARD ATTORNEY

Mr. Frank A. Howard, Jr.

SUPERINTENDENT OF SCHOOLS

Dr. Leonard Britton

OFFICE OF LEGISLATIVE AND LABOR RELATIONS

Mr. Thomas A. Cerra
Assistant Superintendent

Dr. Frank R. Petruzielo
Executive Director

Mrs. Georgia Slack
Director

Mr. Eric J. Parker
Director

Mr. Gerald A. Williams
Labor Attorney

DADE COUNTY PUBLIC SCHOOLS BARGAINING TEAM

Dr. Frank R. Petruzielo
Chief Negotiator

Ms. Polly McIntosh, Assistant Superintendent
Office of Federal Projects Administration

Mr. Alan Olkes, Assistant Superintendent
Office of Support Operations

Mr. Joseph Tekerman, Executive Director
Division of Management Support Operations

Dr. Evelyn Evans, Area Director for Personnel/Labor Relations
South Area

Mr. Eric J. Parker, Director
Office of Legislative and Labor Relations

Mr. Kenneth Neumann, Personnel Administrator
Bureau of Personnel Management

Mr. Stanley Corces, Director of Budget Management
Office of Budget and Finance

Ms. Janie Daniels, Director of Business Management
Personnel and Employee Relations

Mr. Cliff Stein, Director
Department of Maintenance and Plant Operations

Mr. Peter Bucholtz, Principal
Miami Palmetto Senior High School

Mr. Wesley Ries, Principal
Miami Agricultural School

Mr. Jose Carbia, Principal
Coconut Grove Elementary School

Mr. John Dowda, Personnel Coordinator
Wage and Salary Adjudication

**AMERICAN FEDERATION OF STATE, COUNTY,
AND MUNICIPAL EMPLOYEES, LOCAL 1184
BARGAINING TEAM**

Ms. Shirley M. Fountain
President

Mr. Edward Shaw
Sr. Vice President

Mr. Alvaro De Los Santos
Treasurer

Ms. Maggie Ashley
Vice President/Food Service

Ms. Mary E. Ray
Vice President/Transportation

Mr. Joseph Sands
Executive Board

Mr. Stuart Binder
Executive Board

Mr. Leon Fuller
Regional Director
AFSCME, Council 79

Mr. Leroy Hall
International Union
Representative
AFSCME International

Ms. Jeanette Labrecht
Staff Representative
AFSCME, Council 79

Joseph Kaplan, Esquire
Chief Negotiator

Ms. Jacqueline Felicetti
Recording Secretary

Mr. James Howard
Vice President/Custodial

Ms. Nellie D. Johnson
Vice President/General Service

Ms. Ora Conyers
Executive Board

Mr. Ray R. Guerrero
Executive Board

Mr. George L. Davis
Executive Board

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APPLICABILITY OF DCPS/AFSCME CONTRACT PROVISIONS

EMPLOYEE TYPE AND PAY CODE	FULL-TIME PERMANENT PAY CODE A	FULL-TIME PERMANENT BUS DRIVERS PAY CODE U	NEWLY HIRED FULL-TIME PROBATIONARY PAY CODE X	FULL-TIME PERMANENT PAY CODE C	NEWLY HIRED FULL-TIME PROBATIONARY PAY CODE Y	PART-TIME PERMANENT PAY CODE B	PART-TIME PERMANENT PAY CODE F	TEMPORARY/ HOURLY & SUBSTITUTES PAY CODES G & H
Scheduled Weekly Work Hours Length of Work Year	More than 30 10-Month Year	More than 30 10-Month Year	More than 30 10-Month Year	More than 30 12-Month Year	More than 30 12-Month Year	Up to 30 10-Month Year	Up to 30 12-Month Year	Varies
C Group Health, Dental, Vision & Life Insurance	x	x	x	x	x			
Hospital Indemnity Policy						(x)	(x)	
Liability Insurance	x	x	x	x	x	x	x	x
Company Health Insurance for Retired Employees	x	x	x	x	x			
Credit Union	x	x	x	x	x	(x)	(x)	
U.S. Savings Bonds	x	x	x	x	x	(x)	(x)	
Ten Sheltered Admission	x	x	x	x	x	(x)	(x)	
Seafal Security/ Florida Retirement System	x	x	x	x	x	x	x	Exempt Cafe, Sales & Sub. Lunchroom Aides
Unemployment Compensation	x	x	x	x	x	x	x	x
Workers' Compensation	x	x	x	x	x	x	x	x
SICK LEAVE Includes, where applicable: - Hardship & Grief - emergency leave - sick leave bank - good attendance - incentive (cash-in) - terminal pay	1 day per month (accrual)	6 hours per month (accrual)		1 day per month (accrual)				
Personal Leave	x	x	x	x	x	(x)	(x)	
Military Leave	x	x	x	x	x	(x)	(x)	
Marital Leave without Pay (after 3 years)	x	x	x	x	x	(x)	(x)	
Vacation Leave (Accrual)				- 1 1/4 days per month (15 min. first 3 years) - 1 2/3 days per month (20 min. after 3rd year)				
Voting Leave	x	x	x	x	x	(x)	(x)	
Jury Duty Leave/Pay	x	x	x	x	x	(x)	(x)	
Six Paid Legal Holidays	x	x	x	x	x			
Four Paid Hours for Each of Six Legal Holidays						(x)	(x)	
25-Year Early Retirement Plan	x	x		x		x	x	
Grievance/Arbitration Procedures	x	x	x	x	x	x	x	x
Transfer Requests	x	x	x	x	x	x	x	
Hearings for Dismissal, Suspension, and Reduction-in-Credit	x	x		x		(x)	(x)	
Written Notice of Non- reappointment (includes Counseling to Improve Performance)	x	x		x		x	x	
Disciplinary Action Notification to Union	x	x		x		x	x	
Salary Schedule Step Increases	x	x		x		Provided 600 hours worked previous year	Provided 600 hours worked previous year	
Overtime Pay at Time and One-Half/Compensatory Time	x	x	x	x	x	x	x	
Overtime Pay for Special Events at Time and One-Half						x	x	
Employee Assistance Program	x	x	x	x	x	x	x	x
Layoff/Recall Procedures	x	x	x	x	x	x	x	
Bumping Procedures (if in a Job Family)	x	x	x	x	x	x	x	
Classification Appeal	x	x		x		(x)	(x)	
Probationary Period - New Employees (3 calendar months)	N/A	N/A	x	N/A	x	x	x	
Probationary Period - Promoted Employees (3 calendar months)	x	x	x	x	x	x	x	
Safe Driving Awards	x	x		x		(x)	(x)	
Uniform Allowance	x	x	x	x	x	x	x	
Hand Tool Allowance				x				
Break Time	x		Ex. Bus Drivers & Bus Aides	x	x	x	x	Ex. Bus Drivers & Bus Aides
Clean-up Time	x	x	x	x	x	Exempt Bus Aides	x	
In-County Travel	x	x	x	x	x	x	x	

0 - Denotes new for 1985-86

OFFICE OF LEGISLATIVE AND LABOR RELATIONS
AUGUST 26, 1985

ARTICLE I -- PREAMBLE

Section 1. Meeting the educational needs of the children, youth, and adults of Dade County requires the full and effective cooperative effort of all members of the staff of the Dade County Public Schools.

Section 2. This contract is between The School Board of Dade County, Florida, hereinafter called the School Board or Dade County Public Schools (DCPS) or the Employer, and the American Federation of State, County, and Municipal Employees, Local 1184, hereinafter called AFSCME or the Union (an affiliate of Florida Public Employees Council 79 of the American Federation of State, County, and Municipal Employees, AFL-CIO), which represents employees as certified by order of the Public Employees Relations Commission (PERC) in Certification Number 600. The parties recognize and declare that quality service is necessary to provide a quality education. ~~for the children of DCPS which is their aim and~~ It is the intent and purpose of the parties hereto that this agreement shall promote and insure a spirit of confidence and cooperation between the School Board and its employees.

Section 3. The School Board and the Superintendent of Schools have the constitutional and statutory authority, respectively, for the operation of DCPS in addressing the educational needs of DCPS.

Section 4. It is the purpose of this agreement to provide, where not otherwise mandated by Constitution or Statute, ~~or the DCPS Rules Book~~; for the salary structure, fringe benefits, and employment conditions of the employees covered by this agreement, to prevent interruption of work and interference with the efficient operation of the ~~DCPS~~ school system, and to provide an orderly, prompt, peaceful, and equitable procedure for the resolution of differences, and the promotion of harmonious relations between the School Board and AFSCME.

Section 5. Nothing contained herein shall be construed to deny any employees their rights and/or obligations under State Law, State Board of Education Regulations, or current School Board Rules. Such Board Rules, as determined by the DCPS/AFSCME Labor-Management Committee, shall subsequently be made a part of the contract by reference.

ARTICLE II -- RECOGNITION

Section 1. Pursuant to the secret ballot election held on February 10, 1983, and pursuant to the order of PERC RC-82-044 dated February 28, 1983, the School Board recognizes AFSCME, Local 1184, as the sole and exclusive representative bargaining agent of the employees within the bargaining unit covered by this agreement for the purpose of collective bargaining in respect to wages, hours, ~~of employment~~, and other conditions and terms of employment. ~~of the School Board employees fully described in Appendix-t.~~ Local 1184 is an affiliate of Florida Public Employees Council 79 of the American Federation of State, County, and Municipal Employees, AFL-CIO.

Section 2. Any position created, or any change in title of any position shall not result in such position being excluded from the AFSCME unit except in the instance such position is designated by the School Board or the Superintendent of Schools to be managerial or confidential within the meaning of the Public Employees Relations Act (PERA). If such a designation is made, the position shall be excluded from the AFSCME unit until such time as the designation of the School Board or the Superintendent is reversed by PERC.

Section 3. The provisions of this contract are not to be interpreted in any way or manner to change, amend, modify, or in any other way to delimit the exclusive authority of the School Board and the Superintendent for the management of the total school system and any part of the school system. It is expressly understood and agreed that all rights and responsibilities of the School Board and Superintendent as established now and through subsequent amendment or revision by constitutional provision, state and federal statutes, state regulations, and School Board rules shall continue to be exercised exclusively by the School Board and the Superintendent without prior notice or negotiations with AFSCME, except as specifically and explicitly provided for by the stated terms of this contract. Such rights thus reserved exclusively to the School Board and the Superintendent, by way of limitation, include the following: (1) selection and promotion of employees; (2) separation, suspension, dismissal, and termination of employees for just cause, (3) the designation of the organizational structure of the DCPS and the lines of administrative authority of DCPS.

It is understood and agreed that management possesses the sole right, duty and responsibility for operation of the schools and that all management rights repose in it, but that such rights must be exercised consistently with the other provisions of the agreement. These rights include, but are not limited to, the following:

- A. Discipline or discharge of any employee for just cause;
- B. Direct the work force;
- C. Hire, assign, and transfer employees;
- D. Determine the missions of the Board agencies;

- E. Determine the methods, means, and number of personnel needed or desirable for carrying out the Board's missions;
- F. Introduce new or improved methods or facilities;
- G. Change existing methods or facilities;
- H. Relieve employees because of lack of work;
- I. Contract out for goods or services; and,
- J. Such other rights, normally consistent with management's duty and responsibility for operation of the Board's services, provided, however, that the exercise of such rights does not preclude the Union from conferring about the practical consequences that decisions may have on terms and conditions of employment.

Section 4. Subcontracting

DCPS agrees to notify the Union when subcontracted work is to be performed. This does not imply any limitation of the employer's right to subcontract. It is the policy of DCPS to attempt to utilize its regular employees to perform work that is ordinarily and customarily performed by bargaining unit members; however, DCPS reserves the right to subcontract for any work it deems necessary or desirable.

ARTICLE III -- NO STRIKE PROVISION

Section 1. Strikes and Work Stoppage

AFSCME hereby agrees on behalf of its members and all employees of the unit it is certified to represent that it shall not authorize, initiate, or participate in a strike against the employer.

In addition, it agrees that neither it nor its members or employees of its certified unit shall support in any manner a strike against the employer by any other union or group of employees.

For the purposes of this Article, "strike" means any extra legal or extra judicial effort which results in the concerted failure to report for duty, the concerted absence of employees from their positions, the concerted stoppage of work, the concerted submission of resignations, the concerted abstinence in whole or in part by any group of employees from the full and faithful performance of the duties of employment with a public employer, for the purpose of inducing, influencing, condoning, or coercing a change in the terms and conditions of employment or the rights, privileges, or obligations of public employment or participating in a deliberate and concerted course of conduct which adversely affects the services of the public employer, the concerted failure to report to work after the expiration of a collective bargaining agreement, and picketing in furtherance of a work stoppage.

Section 2. Penalties

In the event the appropriate administrative and/or court proceedings determine that a violation of this Article has resulted, in addition to the penalties provided in Chapter 74-100, Florida Statutes 447.507, the employer may immediately seek action from the Florida Public Employees Relations Commission (PERC) to:

- A. Revoke certification of AFSCME as the bargaining agent of the unit;
- B. Revoke the privilege of payroll dues deduction;
- C. Seek the maximum fines permitted by law, with the intent that such fines would be used by the employer to replace those services denied the public as a result of the strike.

In addition, the employer shall treat violation of Article III as a breach of contract, with the effect that all organizational rights and privileges accorded AFSCME, its officers, or members, shall be suspended and revoked. However, it is agreed by the Board that AFSCME shall not be responsible for any act alleged to constitute a breach of this article if AFSCME can show that it did not instigate, authorize, condone, sanction, or ratify such action, and further that it has used reasonable means to prevent or terminate such action by its members.

The officers of AFSCME, Local 1184, along with bargaining unit members of Local 1184, agree to abide by Florida Statutes 447.505 in that they will not participate in a strike against the School Board by instigating or supporting in any manner a strike. The officers of AFSCME, Local 1184 agree to

• take all necessary and reasonable steps, including the holding of a press conference, to bring about an end to any strike involving AFSCME, Local 1184 bargaining unit members. The failure of the officers of AFSCME, Local 1184 to seek an expedited resolution of the strike shall be evidence of the Union's support of said strike.

ARTICLE IV -- SERVICE TO AFSCME

Section 1. The Board agrees to furnish AFSCME, at least twice a year, a copy of the names, addresses, classification titles, social security numbers, employee numbers, and work location codes of all employees in the bargaining unit.

The Board agrees to notify AFSCME at least 30 days in advance of any public hearing in which personnel matters, relative to the unit, are to be the subject of discussion.

Leaves of absence, with pay, shall be granted to those employees designated by AFSCME to attend Union functions. The total amount of time granted, to all employees cumulatively, seeking leaves under this provision shall not exceed 25 working days in any contract year.

Section 2. The Board agrees to continue to provide AFSCME with the following documents and publications:

(One copy unless otherwise indicated)

- Dade County School Board Rules
- School Board agendas
- School Board minutes
- Examination announcements
- Training and benefit bulletins
- Classification specifications (3)
- Employee newspaper (10)
- Administrative orders and personnel policy procedures
- Proposed budget (4)
- Final budget (4)
- Table of organization
- Pay plans (25)
- School System Mail Delivery Service (if legal by U.S. Postal regulations.)

Section 3. Contract Distribution

The negotiated contract between AFSCME and DCPS and an employee handbook to be developed by the DCPS/AFSCME Labor-Management Committee shall be distributed to all members of the bargaining unit, production and costs to be borne by the employer.

ARTICLE V -- DEFINITIONS

Terms used in this agreement shall be defined as follows:

Section 1. School Board -- The School Board of Dade County, Florida, the duly elected board established under Florida Statutes Section 230.03(2), which has the responsibility for the organization and control of the public schools of Dade County.

Section 2. AFSCME -- The American Federation of State, County and Municipal Employees (AFSCME), Local 1184, which has been granted the right to represent exclusively the members of the bargaining unit.

Section 3. Contract -- The document which delineates the items and terms which were mutually agreed to as the result of collective bargaining.

Section 4. Unit -- That group of personnel, supervisory, and technical employees determined by the employer and AFSCME and approved by the Florida Public Employees Relations Commission (PERC) to be appropriate for the purpose of collective bargaining. See Appendix I.

Section 5. Job Description -- The written document describing the duties and responsibilities of the each job in the unit.

Section 6. Work Location -- The school center or other responsibility center location to which the employee is instructed to report to work by the administrative supervisor. For the employee in the Operations Department, it shall normally mean the school or building in which the employee is regularly employed. For the employee in the Maintenance Department, it shall normally mean the Maintenance Center to which the employee is assigned or other school or responsibility center as assigned. For the employee in the Stores and Distribution Department, Audio Visual Distribution and Mail Service Department, it shall mean the warehouse in which the employee is regularly employed. For the employee in the Transportation Department, it shall mean the terminal to which the employee is regularly assigned, or, if the driver is assigned a bus and route(s) and allowed to park the bus at the driver's home, the work location shall be that geographical location of the first student bus stop on the first run, and the last student bus stop on the last run of the assigned route(s).

Section 7. Rules -- Rules established by the administration, under authority granted by state law and the ~~county~~ School Board.

Section 8. Dade County Public Schools -- All public schools now existing or established in the future which lie wholly within the legally established boundaries for the county of Dade.

Section 9. Certification -- Refers to the designation by PERC of an employee organization as the exclusive representative of the employees in an appropriate bargaining unit.

Section 10. PERC -- Means the Public Employees Relations Commission created by Section 447.003, Florida Statutes.

Section 11. Exclusive Bargaining Agent -- The unit recognized by the public employer and certified by PERC as that designated or selected by a majority of public employees as their representative for purposes of collective bargaining.

Section 12. Superintendent -- The secretary and executive officer of the Dade County School Board who is responsible for the administration of the schools and for supervision of instruction in the Dade County Schools.

Section 13. State Regulations -- That body of regulations adopted by the Department of Education of the State of Florida to clarify and implement state statutes which relate to education in the state of Florida.

Section 14. Administrative Directives -- That body of administrative directives adopted by the administration to implement Board Rules.

Section 15. Established Practice -- A practice which has gained general acceptance through use.

Section 16. Collective Bargaining -- The performance of the mutual obligations of the public employer and the bargaining agent of the employee organization to meet at reasonable times, to negotiate in good faith, and to execute a written contract with respect to agreements reached concerning the determination of the wages, hours of work, and terms and conditions of employment.

Section 17. Working Hours -- Those specified hours when employees are expected to be present and performing assigned duties. This includes any break period.

Section 18. Work Day -- The total number of hours an employee is expected to be present and performing assigned duties.

Section 19. Emergency -- Any situation which is not routine or generally anticipated.

Section 20. Job Classification -- The grade or classification in which the employee is currently assigned.

Section 21. Fiscal Year -- July 1 of one year through June 30 of the following year.

Section 22. Strike -- The concerted failure to report for duty, the concerted absence of employees from their positions, the concerted stoppage of work, the concerted submission of resignations, the concerted abstinence in whole or in part by any group of employees from the full and faithful performance of the duties of employment with a public employer, for the purpose of inducing, influencing, condoning or coercing a change in the terms and conditions of employment or the rights, privileges, or obligations of public employment or participating in a deliberate and concerted course of conduct which adversely affects the services of the public employer, the concerted failure to report for work after the expiration of a collective bargaining agreement and picketing in furtherance of a work stoppage.

Section 23. Division -- The administrative unit to which departments and sections are administratively responsible.

Section 24. Departments -- The operational units within a division.

Section 25. Sections -- The subdivisions of operational units within a department.

Section 26. Seniority -- The length of continuous service in any job in the bargaining unit.

Section 27. Unauthorized Absence -- Any absence without pay which has not been requested by the employee and approved by the supervisor, in writing, at least five days in advance.

Employees are required to notify the work location, prior to the beginning of the work day, when they are unable to report to work or intend to be absent.

Absences of the employee, where notice of absence is made prior to the start of the work day but are not covered by the employee having accrued sick or personal leave, shall be charged as unauthorized absence and may result in disciplinary action in accordance with Article XII.

Section 28. Approved Personal Leave Without Pay -- Any leave of absence without pay, not to exceed 30 days, granted to full-time regular permanent employees of the Dade County Public School System, which has been requested in writing by the employee at least five days prior to the date of the requested leave, and approved in writing by the Superintendent or his/her designee. Personal leave without pay may not be used until all authorized vacation and personal leave have been used.

Section 29. Full-Time Permanent Employees -- Those employees covered under this contract who are regularly scheduled to work more than 30 hours per week on either a 10-month or 12-month basis.

Section 30. Full-Time Probationary Employees -- Newly-hired or newly-promoted employees covered under this contract who are within the first three calendar months of employment in their position and who are regularly scheduled to work more than 30 hours per week on either a 10-month or 12-month basis.

Section 31. Part-Time Permanent Employees -- Those employees covered under this contract who are regularly scheduled to work 30 or fewer hours per week on either a 10-month or 12-month basis. Regularly scheduled work assignments shall be finalized no later than the last working day in October.

Section 32. Part-Time Probationary Employees -- Newly-hired or newly-promoted employees covered under this contract who are within the first three calendar months of employment in their position and who are regularly scheduled to work 30 or fewer hours per week on either a 10-month or 12-month basis.

Section 33. Temporary, Hourly and Substitute Employees -- Those persons covered under this contract who are employed on a temporary, hourly basis or as substitutes, as defined in Appendix III, Section B.

ARTICLE VI -- GENERAL PROVISIONS

Section 1. Non-Discrimination

- A. The School Board and the Union agree that the provisions of the contract shall be applied equally to all employees and there shall be no discrimination as to age, sex, marital status, race, color, creed, national origin, or political affiliation, or handicap.
- B. The School Board agrees not to interfere with the rights of employees to become members of the Union. There shall be no discrimination by the School Board or any of its representatives (i.e., Superintendent or administrative staff) against any employee whose activity is permissible under law or this contract and who is performing in an official capacity on behalf of the Union, or for any other cause.

Section 2. ~~In--recognition--of--the~~ AFSCME hereby acknowledges its obligation ~~of AFSCME~~ to properly represent the interest of all employees in the bargaining unit in accordance with law. ~~AFSCME agrees:~~

- ~~A.---To make equally available the opportunity of becoming a member of AFSCME to all members of the unit subject to the bylaws of the Union.~~
- ~~B.---To represent fully and provide all rights pursuant to Florida Statutes.~~

Section 3. AFSCME agrees that, in the event of a change in its bylaws, the Superintendent shall receive a written copy.

Section 4. The Superintendent agrees to notify AFSCME of any proposed amendment or change in any rule, policy, law, or statute that will affect in any way the employment conditions of the employees in this unit. No such rule or policy shall be implemented during the term of the contract until agreed to by the parties.

~~Section 4.---Simultaneously with the mailing to members, AFSCME agrees to provide each Board member, the Superintendent, the Assistant Superintendent for Legislative and Labor Relations, members of the administrative staff and members of the administrative cabinet with copies of all communications directed to its general membership, the organization newspapers, special bulletins issued by the organization and policy positions adopted by the organization.~~

Section 5. Representatives of AFSCME will be provided opportunity to appear before the School Board in public hearings on matters not covered by this contract in accordance with the procedures set forth in Board Rules 6Gx13-8C-1.10 and 6Gx13-8C-1.17.

Section 6. The President of AFSCME, Local 1184, or his/her designee, and the Assistant Superintendent for Legislative and Labor Relations, or their his/her designees, may meet and confer on matters of mutual interest and concern that are outside the provisions of this contract. Such meetings may be initiated at the request of either group and are to be arranged at mutually agreeable times.

Section 7. Opportunity will be provided for the President of AFSCME Local 1184, and the Assistant Superintendent for Legislative and Labor Relations to meet periodically at mutually agreeable times to plan effective procedures for implementation of this contract, the arrangements for such meetings to be initiated by either party.

Section 8. Opportunity will be provided for the designated representatives of AFSCME, Local 1184, and each Area Superintendent or his/her designated representative to meet periodically at mutually agreeable times on matters of mutual interest and concern, outside the terms of this contract, the arrangements for such meetings to be initiated by either party.

Section 9. Members of the unit will have the opportunity to process complaints and grievances under the terms of this contract in accordance with procedures set forth in Article VII.

Section 10. Members of the unit will promptly and effectively administer all terms and conditions of collective bargaining contracts with other employee organizations signed by the Superintendent and, as required by law, approved by the School Board.

ARTICLE VII -- GRIEVANCE PROCEDURE

Section 1. Purpose

It is recognized that complaints and grievances may arise between the bargaining agent and the employer or between the employer and any one or more employees concerning the application or interpretation of the terms and conditions of employment as defined in this agreement. The employer and the bargaining agent desire that these grievances and complaints be settled in an orderly, prompt, and equitable manner so that the efficiency of DCPS may be maintained and the morale of employees not be impaired. Every effort will be made by the employer, employees, and the bargaining agent to settle the grievances at the lowest level of supervision. The initiation or presentation of a grievance ~~by an employee~~ will not adversely affect ~~his~~ the employee's standing with the employer.

The Union has the right not to process grievances of non-dues-paying employees. It is agreed that the bargaining agent reserves the exclusive right to process grievances at any step of the grievance procedure including arbitration, except that any member of the bargaining unit may process a grievance through representation of his/her own choosing only if the bargaining agent has refused to process the grievance solely because the unit member is not a dues-paying member of the Union. The Union accepts its duty of fair representation but retains its right to preclude the processing of non-meritorious grievances through the steps of this grievance procedure, inclusive of arbitration.

Section 2. Definitions

- A. Grievance -- Formal allegation by an employee(s) and/or the bargaining agent that there has been a violation, misinterpretation, misapplication of any of the terms and conditions of employment set forth in this agreement.
- B. Aggrieved Employee(s) -- Employee(s) filing the grievance.
- C. ~~Immediate Supervisor~~ ~~----- The administrative officer immediately superior to the foreman or general foreman in a given trade.~~
- DC. Supervising Administrator -- The individual having immediate administrative authority over the aggrieved employee(s).
- ED. Immediate Superintendent -- That Assistant, Associate or Area Superintendent having immediate administrative authority over the supervising administrator.

Section 3. Procedures

STEP 1 -- The aggrieved employee, with or without the Union Steward, shall discuss the grievance or dispute with the supervising administrator within five working days of the occurrence or knowledge giving rise to the grievance.

If after discussion with the supervising administrator, the grievance has not been resolved, the grievance shall be offered, in writing, within ten

working days, to the supervising administrator, who shall conduct a meeting with the aggrieved employee and his/her Union representative and respond, in writing, within ten working days. ~~will have five (5) days to reconsider or notify the Union that the initial decision on the grievance shall stand.~~ The grievance shall be on the proper form for this step.

STEP II -- If the grievance or dispute has not been satisfactorily resolved at Step I, the Union Steward and/or the aggrieved employee and the Union Representative may appeal the grievance to the immediate superintendent within ten working days after the supervising administrator's response is due. The immediate superintendent shall conduct a meeting with the aggrieved employee and his/her Union representative and respond, in writing, within ten working days. The grievance shall be on the proper form for this step.

STEP III -- If the grievance has not been satisfactorily resolved at Step II, the employee may submit the grievance to the Associate Superintendent for Business Management within ten working days after the immediate superintendent's response is due. The Associate Superintendent for Business Management shall conduct a meeting with the aggrieved employee and his/her Union representative and respond, in writing, within ten working days. The grievance shall be on the proper form for this step.

Failure to observe the time limits for submission of a grievance, at any step, will automatically result in the grievance being considered abandoned. Failure to respond to a grievance within the prescribed time limits will automatically move the grievance to the next step.

The parties acknowledge that, as a principle of interpretation, employees are obligated to work as directed while grievances are pending.

All responses required at Steps I, II and III above shall be directed to the employee, with a copy furnished to the Union.

It is understood and agreed by the employer, members of the unit, and the bargaining agent, that the resolution of complaints which are grievable or litigable shall be pursued through the grievance procedure until such remedy is exhausted.

It is further understood and agreed that the aggrieved employee(s) shall be granted released time with pay to attend formal proceedings, as described herein, which are held during working hours. Additional employee witnesses, who may be needed to insure a full hearing on the merit of the issues, shall be given released time with pay, provided the agent of DCPS and AFSCME mutually agree on the number of representatives. If the formal proceedings extend beyond the employee's workday, the time spent beyond the employee's workday at the formal proceedings shall not be considered time worked and shall not be with pay.

Section 4. Arbitration

If the decision of the Associate Superintendent for Business Management has not satisfactorily resolved the grievance, AFSCME may request arbitration, in writing, to the Assistant Superintendent for Legislative and Labor Relations, no later than 15 working days after the rendering of the decision, or the expiration of the time limit for rendering of the decision by

the Associate Superintendent for Business Management. Upon receipt of request for arbitration and in no event later than 15 working days, the Assistant Superintendent for Legislative and Labor Relations shall set in motion the necessary machinery to expedite an early hearing by the arbitrator.

At the arbitration hearing, the aggrieved employee shall be accompanied by the AFSCME representative and such additional non-employee Union representatives as shall be approved by the arbitrator. The arbitrator shall render his/her decision no later than 30 days after the conclusion of the final hearing. Such decision shall be final and binding and made in accordance with the jurisdictional authority under this agreement. Copies of the award shall be furnished to both parties.

SELECTION: The arbitrator shall be selected and shall conduct the arbitration proceedings in accordance with the rules established by the American Arbitration Association or the Federal Mediation Conciliation Service.

POWERS: The Arbitration Award shall be in writing and shall set forth the arbitrator's opinion and conclusion on the issue submitted. The arbitrator shall limit his/her decision to the application and interpretation of this agreement and the arbitrator shall have no right to amend, modify, nullify, ignore, or add to the provisions of this agreement. The costs of the services of the arbitrator shall be shared equally by both parties to this agreement. Where, in accordance with Section 1 of this Article, a bargaining unit member (not the Union) has processed a grievance through arbitration, the cost of the services of the arbitrator shall be shared equally by the employer and the bargaining unit member.

Suspension, dismissal, and reduction-in-grade are not arbitrable.

Section 5. Letter of Inquiry

Either the immediate superintendent or the bargaining agent may send a Letter of Inquiry on the stipulated Letter of Inquiry form to the Assistant Superintendent for Legislative and Labor Relations for the purpose of seeking a clarification of a Dade County Public Schools rule, state law, and/or the terms and conditions of employment as set forth in this agreement.

ARTICLE VIII -- UNION REPRESENTATIVES, MEETINGS, AND MATTERS

Section 1. Union Stewards and Non-Employee Union Representatives

- A. AFSCME has the right to select employees from within the bargaining unit, as herein defined, to act as Union Stewards. The names of employees selected shall be certified, in writing, to the Assistant Superintendent for Legislative and Labor Relations of the Board by AFSCME. It is agreed to and understood ~~by the parties to this agreement~~, that Union Stewards may, without loss of pay, with prior approval of their supervisor, process grievances. The supervisor's approval shall not be unreasonably withheld. It is agreed to and understood ~~by AFSCME~~ that Union Stewards shall process grievances in such a manner as not to disrupt normal School Board activities and services.
- B. ~~AFSCME Representatives, i.e.,~~ Non-employee ~~AFSCME-business~~ Union representatives shall also be certified, in writing, to the Assistant Superintendent for Legislative and Labor Relations for the Board by AFSCME. ~~AFSCME~~ The Union agrees that activities by the both Union Stewards and non-employee Union representatives shall be carried out in such a fashion as not to interfere with normal work production. Non-employee ~~business~~ Union representatives shall not contact employees, including Union Stewards, during regular working hours without the approval of the applicable ~~department-head~~ supervising administrator or principal and such approval shall not be unreasonably withheld. Non-employee Union representatives shall be permitted access to DCPS work sites for the purpose of conferring with the supervising administrator or principal, and shall be allowed to conduct Union business in non-working areas during employees' duty-free time.
- C. Any time a Union Steward spends ~~spent~~ during regular work hours away from his/her work location processing grievances or participating in School Board business as a representative of the bargaining unit ~~away from the steward's work location~~ shall be recorded by out and in time card entries, and initialed by the Union Steward's immediate supervisor. No ~~DCPS~~ School Board vehicle shall be used in the aforementioned type activities, and any travel for this purpose shall be at the expense of the employee, the Union Steward, and/or ~~AFSCME~~ the Union.
- D. The Union shall notify the Board in writing at least five days in advance of a change in Union Stewards or business Non-employee Union representatives.

Section 2. ~~Labor Management Committee~~

~~There shall be a Labor Management Committee formed within the Bureau of Business Management affected by this agreement. Said committee shall consist of members designated by AFSCME and of members designated by the Associate Superintendent for Business Management, but outside of the bargaining unit, as herein defined.~~

~~The Labor Management Committee shall meet on a quarterly basis or at other times by mutual consent. These meetings shall be held without loss of pay. The purpose of these meetings will be to discuss with employees problems and objectives of mutual concern not involving grievances or matters which have been the subject of collective bargaining between the parties.~~

~~The composition of the Labor Management Committee shall consist of not more than six (6) members designated by the Union and not more than three (3) members designated by the Associate Superintendent for Business Management. Six (6) members will be permitted released time to participate in negotiations. The Union shall notify the Board in writing five (5) days in advance of a change in stewards or business representatives.~~

~~During the 1983-84 school year, the DCPS/AFSCME Labor Management Committee shall:~~

- ~~1. Prepare a comprehensive analysis of the various special programs which food service managers currently supervise and determine the scope of job duties in this regard.~~
- ~~2. Study present procedures for providing Safe Driving Awards to school bus drivers and develop recommended alternatives.~~
- ~~3. Review current eligibility requirements of the annual hand tool allowance.~~
- ~~4. Make written recommendations on each of the above issues to the Superintendent by April 1, 1984.~~

Section 2. DCPS/AFSCME Labor-Management Committee

- A. There shall be a DCPS/AFSCME Labor-Management Committee which shall meet to discuss matters of mutual concern, including problems related to employee relations, and may make written reports and recommendations which shall be advisory to the Superintendent. The Labor-Management Committee shall consist of six members designated by the Union and six members designated by DCPS. The Committee shall meet on a monthly basis or at other times by mutual consent. These meetings shall be held without loss of pay to those employees designated by the Union for participation.
- B. The DCPS/AFSCME Labor-Management Committee is authorized to establish sub-committees in the Departments of Food Service, Transportation, Custodial Services, and General Services, which shall meet at the request of and submit recommendations in writing to the Labor-Management Committee.

Section 3. Bulletin Boards and Mail Boxes

- A. The Board will furnish AFSCME with sufficient bulletin board space at each work location where employees of this unit work.
- B. It is intended for purposes of interpretation that the bulletin boards shall be provided primarily for employee information and internal communications.

- C. In those situations where employees have been assigned mail boxes, the mail boxes assigned to employees of this unit may be used for distribution of AFSCME literature. The Board agrees not to destroy or discard the Union current literature contained in mail boxes or posted on bulletin boards.

Section 4. Union Activities at Work Location

No employee shall be reproached for wearing pins or other identification of membership in the Union.

Section 5. Parking Privileges

The Board shall issue seven permits to the Union for parking in lots adjacent to or near the School Board Administration Building.

Section 6. AFSCME will have the opportunity to make a presentation at group orientation sessions for employees and shall be involved, through the DCPS/AFSCME Labor-Management Committee, in the planning of new employee orientation programs.

~~Section 7. ---Food Service/Transportation/Custodial Services/General Department-Advisory-Committees~~

~~The Board agrees to establish joint Board/Union advisory committees in the Departments of Food Service, Transportation, Custodial Services, and other mutually agreed-to departments with AFSCME bargaining unit members. These committees shall be established for the purpose of discussing common interest items. Each shall be made up of six (6) unit members who work in the particular area with three (3) appointed by AFSCME, and appropriate school system administrative personnel, including but not limited to, the director of the appropriate department.~~

~~The committee shall be chaired by the Assistant Superintendent for Support Operations, the Assistant Superintendent for Facilities Management, or their designee. The committee shall be convened by the chairperson and shall meet bi-monthly during the regular school year.~~

Section 7. Union Meetings

- A. A Union-designated representative (i.e., a Union Steward, Union Officer, or a non-employee Union representative), upon giving three days' notice to the supervising administrator or principal, will be permitted to schedule a regular Union meeting of bargaining unit employees at the work location at least once each month, provided such meeting does not interfere with the employees' duty time. Monthly meetings scheduled in advance for the entire school year are accepted in lieu of three days' notice.
- B. Emergency Union meetings shall be allowed and scheduled at work locations, provided the Union has requested each work location Union unit to conduct such meetings; further provided that the Union or a Union-designated representative (i.e., a Union Steward, Union Officer, or non-employee Union representative) has given 24 hours notice to the work location supervising administrator or principal; and further provided that such meeting does not interfere with the employees' duty-time.

ARTICLE IX -- WORKING CONDITIONS

Section 1. Work Scheduling

- A. The standard number of working hours during any standard work week will normally be 40 hours, except as noted in Appendix III.
- B. The normal work week shall consist of no more than five consecutive days of work at the regular rate of pay.
- C. Employees shall be entitled to two days off at the completion of the standard work week.
- D. Where weekend work is a practice, the Board shall make every effort to rotate schedules to distribute weekend assignments equally.
- E. Work schedules will not be altered by changing the number of hours per day to avoid the payment of overtime. Work schedules may be altered due to emergency conditions or factors beyond the Board's control.

It is understood and agreed to that, should it become necessary to establish a regular work schedule which includes Saturdays, negotiations may be reopened on this issue. It is understood that these negotiations will precede implementation of the decision.

The right to utilize the four-day, ten-hour work schedule is expressly reserved to management and adoption of such schedule for any unit member shall not be considered an avoidance of overtime.

Such schedule shall be for four consecutive days. Wherever a ten-hour day schedule is adopted, the work day shall consist of ten consecutive hours exclusive of the meal period.

This schedule change may be implemented by the Board after notification to the Union. Employees affected shall be given not less than two weeks' notice of the change in schedule.

- F. Employees shall not be required to report to work prior to the established starting time nor be compelled to work beyond their scheduled work day unless they are compensated for such additional time.
- G. Whenever possible, management will schedule and conduct informational/update workshops for bus drivers and bus aides to coincide with regularly scheduled teacher planning days.

Section 2. Emergency Work

When an emergency is declared by the Superintendent and employees are generally excused from work because of the emergency, those employees required to work during an emergency will receive one and one half times rate of pay for any overtime worked.

Section 3. Temporary-Full-Time Project Employees

New employees hired ~~as temporary full-time employees~~ for the duration of a specific federally or state-funded project or projects, shall be subject to ~~the four~~ a three-month probationary provision, and then considered as annual employees for the duration of their employment project. When a project continues into the next fiscal year, the continued employment of project employees is subject to the management decision to reappoint any or all such employees. Continued employment from one fiscal year to the next is not automatic. A management decision not to reappoint shall not be grievable or arbitrable. These employees will be entitled to all rights and benefits provided for full-time probationary/permanent employees in this agreement, except that termination due to expiration of the employment project shall not be subject to appeal. Every effort will be made to provide permanent ~~full-time~~ employment for these personnel. Personnel terminated due to project expiration will not retain any rights of rehiring, and may be rehired as temporary or permanent employees, without regard to length of employment or order of termination.

Section 4. Probationary Employees

A. Newly-Hired Employees

1. New Newly-hired employees hired in the bargaining unit (except temporary, hourly or substitute employees) shall be considered probationary for the first three calendar months; thereafter, they shall be considered annual employees subject to annual reappointment. During such probationary period, employees may be terminated without recourse under this contract.

~~B.---In the event that the employee does not satisfactorily complete his/her probationary period, he/she shall be separated from the service except that, in the case of promotion from a lower pay grade position, he/she may be considered for employment in the class of comparable pay grade from which he/she was promoted.~~

2. If at any time during the probationary period the newly-hired employee's performance is considered unacceptable, the probationary employee shall be terminated. ~~During the probationary period, the newly-hired employee shall be on an hourly status and, if eligible, shall receive only the group health, vision, dental, and life insurance fringe benefits provided to other employees.~~

B. Promoted Employees

1. An employee who is promoted shall be considered probationary for the first three calendar months in the new position. During such probationary period, if such employee's performance is determined by the supervising administrator or principal to be unacceptable, the employee shall be returned to a position substantially equivalent to the one held prior to the promotion, as soon as such a position is available. Such employees may request an informal hearing by, or written explanation from, the Associate Superintendent for Personnel Management (or designee). The employee's request for a hearing must be made no later than 10 working days after official notification in writing

by the supervising administrator or principal that his/her performance is unacceptable. The hearing shall be conducted within 30 working days of such request. The decision of the Associate Superintendent for Personnel Management shall be final and shall not be subject to a grievable, litigable, or reviewable process.

2. A promoted probationary employee shall be treated as a permanent employee for purposes of determining applicable contractual rights and benefits.

Section 5. "Acting" Appointments

In the event an employee is placed in a position of "acting" for a period of time that is over ~~one month~~ two weeks, such employees shall be compensated at the in-hiring rate for the class to which they are acting, provided such rate is at least one pay step higher than they are currently receiving and such rate shall not begin until the start of the next pay period. The employee shall revert to his/her previous rate of compensation upon termination of such "acting" status.

Section 6. Job Requirements

Subsequent to initial appointment, the employer has the right to place additional employment requirements on any job classification. For those employees already on the job, the costs of such additional requirements shall be borne by the employer. New employees shall assume costs of all eligibility requirements.

All permanent and probationary employees except for part-time hourly food service employees, shall be required to wear identification badges which will include the employee's name and a current picture prepared and provided by the Board.

Section 7. Overtime

- A. It shall not be the general policy of the Board to have its employees work frequent or consistent overtime. However, when employees are directed to work overtime, in addition to their regular hours, aggregating more than a maximum of 40 hours per week, they shall be compensated as follows.
- B. The rate of time and one-half of the normal rate shall be paid for all hours in a pay status per week over the regular weekly task assignment aggregating more than a maximum of 40 hours per work week. The rate(s) of pay for employees who weekly perform two or more DCPS jobs shall be governed by the Fair Labor Standards Act and the U.S. Department of Labor's Rules, Regulations, and Interpretive Bulletins regarding the Act.
- C. An employee shall not have his/her regular work schedule changed to avoid the payment of overtime.
- D. Employees called from home to work shall be guaranteed at least four hours' pay, provided such work does not immediately precede or extend the employee's regularly assigned work schedule. An employee required to work two hours or more beyond the normal work

day shall be allowed one-half hour for meal time with pay. An employee required to work at least three hours before normal starting time shall be allowed one-half hour meal time with pay, provided he/she completes his/her normal shift. If call-back work immediately precedes the normal work day, the four hour guarantee shall not apply.

- E. Overtime shall not be paid more than once for the same hours worked. Giving consideration to the organizational subdivisions of the Board, assignments, and shifts, the Superintendent shall attempt to distribute overtime among employees as equally as practicable. Overtime worked shall be reflected on the employee's pay stub.
- F. By mutual consent of the supervising administrator and the employee, compensatory time may be given in lieu of overtime pay. In such cases, one and one-half hours of compensatory time shall be provided the employee for each hour of overtime worked. Compensatory time off must be taken in the same payroll period in which it is granted and shall not be accumulated for use at a later date. Should Fair Labor Standards Act provisions governing this issue subsequently change to authorize it, the previous compensatory time policy shall be reinstated.

Section 8. Personal Life

The private and personal life of an employee, except for such incidents and occurrences which could lead to suspension and dismissal as provided by statute, shall not be within the appropriate concern of the Board.

Section 9. Training Programs

All employees may be required to participate in orientation, refresher, and/or leadership training courses provided by the Board.

Section 10. Employee Assistance Program

- A. AFSCME and the Board recognize that a wide range of problems not directly associated with an employee's job function can have an effect on an employee's job performance and/or attendance.
- B. AFSCME and the Board agree that assistance will be provided to such all employees through the establishment of an Employee Assistance Program.
- C. The Employee Assistance Program is intended to help employees and their families who are suffering from such persistent problems as may tend to jeopardize an employee's health and continued employment. The program goal is to help individuals who develop such problems by providing for consultation, treatment, and rehabilitation to prevent their condition from progressing to a degree which will prevent them from working effectively.
- D. Appropriate measures will be taken to insure the confidentiality of records for any person admitted to the program, according to established personnel guidelines and federal regulations.

E. The Guidelines for the Employee Assistance Program, by reference, are made a part of this contract.

F. **Employee Rights:**

1. Job security will not be jeopardized by referral to the Employee Assistance Program, whether the referral is considered a voluntary referral in which an employee elects to participate in the program, or a supervisory referral in which a supervisor uses adopted guidelines to refer an employee into the program.
2. An employee has the right to refuse referral into the program and may discontinue participation at any time. Failure by an employee to accept referral or continue with treatment will be considered in the same manner as any factor that continues to affect job performance adversely.

ARTICLE X-----TRANSFERS, LAYOFFS AND RE-EMPLOYMENT

Section 1:---Transfers

A:---A permanent employee seeking a transfer will request it in writing to the Associate Superintendent for Personnel Management with a copy to his supervisor.---The employee will be referred for consideration for the next available opening.---Pay status of the employee will not be a determining factor in acceptance or rejection of the transfer by the Board except if the position transfer is to a lower grade,---the employee will receive a reduction in pay.---Transferred employees will serve a normal probationary period without any loss of benefits in the new position and, if their performance is not satisfactory,---will be returned to their original work location if their original position has not been filled or a similar position is open.---If not, the employee will receive consideration for the next available opening.

B:---A permanent employee may request a transfer based on hardship. The Bureau of Personnel Management will give full consideration to effecting a transfer of an employee determined to have a hardship.

C:---Vacancies for food service manager and head custodian positions shall be advertised in the Weekly Reader prior to filling such vacancies and consideration shall be given to bargaining unit members who request transfers to such vacancies.

Section 2:---Layoffs

Layoff defined,---is the separation of an employee for lack of work or funds,---without his/her fault or delinquency on the employee's part. Employees shall be laid off in accordance with seniority,---systemwide,---in the job classification. The Board agrees to provide the Union with a list of the names of the employees being laid off and such notice shall be sent at the same time that it is issued to the employees so affected.

Employees to be laid off shall be notified,---as soon as possible,---after the decision for layoff has been made.---In no event shall the Board give such employees less than twenty-one (21) calendar days' notice.

Section 3:---Bumping Procedures

The employer shall determine when a layoff is necessary and shall determine the positions to be eliminated or reduced.---In the event of a layoff within a given job classification, the following procedures shall be followed:

A:---The employer will determine how many employees must be removed from the job classification;

B:---The employer will remove employees from that job classification in reverse order of seniority,---i.e.,---systemwide seniority in that job classification;

C:---The employee(s) removed from their job by the procedure described in (B) above shall have the right to bump into lower ranking jobs in

the same job family (as defined in Appendix IV) for which they are qualified by experience or training. An employee bumping down may replace an employee in a lower ranking position in the job family provided the lower ranking employee has less seniority in the job family. (Job family seniority is the accumulated service in job classifications in the job family.) Bumping may not be used to dislocate a lower ranking employee who has greater seniority in the job family than the employee bumping down.

D. An employee bumped from his position may exercise the bumping procedure described in (C) above to bump lower ranking employees.

E. If an employee does not have sufficient seniority to retain a job within his job family, he shall, his qualifications and experience permitting, be placed in accordance with one of the following provisions, in the following order:

1. To a vacancy in any other job family provided he has previously satisfactorily performed such job for DGPS;
2. At the Board's option, to a vacancy in any other job family for which he will be given training so as to be able to satisfactorily perform the duties;

Those employees who lack sufficient job family seniority to retain a job within the job family and who cannot obtain a job under (e) above are the employees to be laid off.

Section 4. Recall and Re-Employment Rights

In the event employees are laid off, re-employment lists shall be established for each job from which employees were laid off. Such lists shall remain in effect for 14 months from the date of layoff. Employees who are recalled to a job from the layoff list shall be called in in inverse order of seniority by which they were laid off (i.e., the last to be laid off shall be the first to be recalled). Employees who have bumped down to a lower position shall have all of the rights of an employee as if they were laid off; their names shall be placed on the layoff list and they shall be the first to be given the right of recall to their former position; refusal to accept a recall shall result in removal of their names from the recall lists for the job from which they bumped.

The employer shall notify an employee by certified mail, return receipt requested, of his/her recall. A laid off employee who is recalled shall accept or reject the recall within three (3) working days and report within ten (10) working days after signing the receipt for the notice of recall; failure to so report, or notify the Board, shall terminate all recall rights.

Where the recalled employee has moved and left no forwarding address, the recall rights shall terminate three (3) days after the post office attempted delivery.

Where an employee cannot accept a recall due to a just cause beyond the control of the employee, the Union and management may, by mutual consent, permit the employee to remain on the recall list for a time to be determined by the parties but not to extend beyond expiration of the contractual recall rights.

ARTICLE X -- TRANSFER, LAYOFF, AND RECALL

Section 1. Transfer

- A. Transfer, defined, is a change in assigned position involving a change in location (different location code), or a change in job (different job code and job title), or both. Transfer to a position having a higher grade or higher pay rate is considered a promotion and shall be compensated as such.
- B. A permanent employee may apply for a transfer by completing and submitting the form designated for that purpose by the Division of Staffing. The employee must indicate the job(s) desired by job code(s) (at least one and a maximum of five) and specify the location(s) desired by location code(s) (at least one and a maximum of five). If the request is based on hardship (as determined by management), documentation of the hardship must be attached. The employee and his/her supervisor must sign and date the application; the supervisor's signature indicates awareness of the application; it does not indicate approval or disapproval. The employee will provide a copy to the supervisor.
- C. A properly completed transfer application submitted by an employee qualified for the job(s) desired will be maintained in active status by the Division of Staffing for one year from the date of receipt, or until the employee changes job code or location, whichever occurs first.
- D. The Division of Staffing will review the transfer application to ensure completeness, qualification for the job(s) desired, and, if applicable, the existence of the hardship. The Division of Staffing will inform the employee if anything additional is needed to complete the application, to attain qualification, or to confirm hardship.
- E. When a vacant or projected vacant position is to be filled, the Division of Staffing will refer all qualified transfer applications for such a position and location to the appropriate work site supervisor for consideration. Applicants having a confirmed hardship will receive first consideration. The current pay status of the employee will not be a determining factor in accepting or rejecting an applicant.
- F. A transfer will normally be effective on the first day of the second pay period following the hiring decision and any resulting pay adjustment will normally be effective on the same day. However, if the gaining and losing supervisors agree, another transfer effective date may be set. In that case, any downward pay adjustment will be effective on the normal transfer date or actual transfer date, whichever is later. Any upward adjustment will be effective on the normal transfer date or the actual transfer date, whichever is sooner.

Section 2. Layoff

- A. Layoff, defined, is the separation of an employee for lack of work or funds, without fault or delinquency on the employee's part.

- B. The employer shall determine when a layoff is necessary, which positions will be eliminated, and the number of employees by job code who must be removed.
- C. The employer will remove the necessary number of employees from the affected job code, first in reverse order of systemwide seniority within the job code; and, second, when employees have the same systemwide seniority, in reverse order of seniority at their current work location. The employee assigned to a position being eliminated will be transferred to the continuing position being vacated by removal of the least senior employee having the same job code.
- D. The employee removed from his/her job code by the procedure described in paragraph C. above, shall have the right to bump an employee with less systemwide seniority assigned to a lateral or lower grade job within the same job family (as defined in Appendix IV) for which he/she is qualified by experience or training.
- E. An employee bumped from his/her position may exercise the procedure described in paragraph D. above, to bump an employee with less systemwide seniority assigned to lateral or lower grade jobs within the same job family.
- F. An employee who does not have sufficient seniority to retain a job within his/her job family shall, qualifications and experience permitting, be placed in a vacancy in another job family, provided he/she has previously satisfactorily performed such job for DCPS. If there is no such vacancy, the employee shall be placed, at the employer's option, in a vacancy in another job family and trained so as to be able to satisfactorily perform the duties.
- G. An employee who lacks sufficient job family seniority to retain a job within the job family and who cannot be placed in a job under paragraph F. above, will be laid off.
- H. The employer shall give an employee who is to be laid off as much advance notice in writing as is reasonably possible but no less than 21 work days' notice. The Union shall be provided with a copy of such notices at the time such notices are provided to employees of pending layoff.

Section 3. Recall

- A. Recall, defined, is the calling back of an employee who was laid off or the restoration to a formerly held grade of an employee who bumped into a lower grade.
- B. An individual who bumped into a lower grade job or has been laid off under the provisions of Section 2 above, shall be placed on a recall list by the job code held before the bumping or layoff process started, and in the order of the effective date of the bumping or layoff. Such an individual will remain on the recall list for 12 months from that effective date, unless removed earlier under the provisions of paragraph C. below. An individual on the recall list is responsible for keeping the Division of Staffing informed of his/her current telephone number and address.

- C. Job vacancies shall first be filled from the appropriate recall list. The Division of Staffing will attempt to notify the individual to be recalled, first by telephone and then by certified mail (return receipt requested). In the event the individual cannot be contacted despite reasonable effort, the individual next on the appropriate recall list will be contacted, and so on. Failure to contact an individual does not result in loss of position on the recall list; but failure to accept a position within 72 hours of receipt of such offer shall result in the individual being moved to the bottom of the appropriate recall list. If the individual twice fails to accept positions offered, or fails to report to work within 10 working days of accepting the job, or is found to be no longer qualified for the job, or has moved leaving no forwarding address, he/she will be removed from the recall list.
- D. Any sick leave forfeited at the time of layoff shall be restored at the time of recall.
- E. Recall to a formerly held grade of an employee who bumped into a lower grade shall not be considered a promotion.
- F. Where an individual cannot accept recall due to reasonable cause beyond his/her control, the employer and the Union, by mutual consent, may permit the individual to remain on the recall list for a time to be determined by the parties, but not to extend beyond the limits set in paragraph B. above.

ARTICLE XI -- CLASSIFICATION APPEAL

Section 1. Whenever an a permanent employee has just cause to question a classification, the employee may apply for a review of the classification in writing to the immediate supervisor, using the proper form.

Such request, commented upon by the supervising administrator, shall be forwarded to the Bureau of Personnel Management by the employee's department, within 15 working days of receipt of request.

Within 30 working days of such receipt by the Bureau of Personnel Management of request for reclassification, the Bureau of Personnel Management shall render a decision.

If the employee is not satisfied with the decision, the employee may, within ten working days request a hearing by the Associate Superintendent for Personnel Management. At the hearing the employee may be accompanied by a representative of his/her choosing and may produce any documents and evidence to support the claim for reclassification. The Associate Superintendent for Personnel Management will explain the basis for the decision in the event the request is denied. The Associate Superintendent for Personnel Management shall hold such hearing within 30 days of the request.

The decision of the Associate Superintendent for Personnel Management shall be final and shall not be subject to a grievable, litigable, or reviewable process.

ARTICLE XII -- DISCIPLINARY ACTION

Section 1. Notification

- A. Unit members are accountable for their individual levels of productivity, implementing the duties of their positions, and rendering efficient, effective delivery of services and support. Whenever an employee renders deficient performance, violates any rule, regulation or policy, that employee shall be notified by his/her supervisor, as soon as possible, with the employee being informed of the deficiency or rule, regulation or policy violated.
- B. The Board agrees to promptly furnish the Union with a copy of any disciplinary action notification (i.e., notice of suspension, dismissal, or other actions appealable under this section) against an employee in this bargaining unit.
- C. There shall be no evaluation statement or reprimand placed in an employee's personnel folder unless the employee has been given a copy.
- D. An unauthorized absence for three consecutive work days shall be evidence of abandonment of position. Unauthorized absences totaling ten or more work days during the previous 12-month period shall be evidence of excessive absenteeism. Either of the foregoing shall constitute grounds for termination. An employee recommended for termination under these provisions shall have the right to request of the Associate Superintendent for Personnel Management a review of the facts concerning the unauthorized leave. Such right shall exist for a period of ten working days after the first day of notification of the unauthorized absence.
- E. The employee shall have the right to answer any material filed hereafter in his/her personnel folder and the answer, if submitted, shall be attached to the file copy. No anonymous letter or material shall be placed in an employee's personnel folder.
- F. The validity of items of a derogatory nature placed in an employee's personnel folder shall be subject to the grievance procedure.
- G. The employee shall have the right to representation in disciplinary hearings held pursuant to this article. Such a hearing shall include any meeting where disciplinary action will be discussed.
- H. The employee shall be given two days' notice and a statement for the reason for any disciplinary hearing as defined above, except in cases deemed to be an emergency.

Section 2. Dismissal, Suspension, Reduction-in-Grade

Permanent employees dismissed, suspended, or reduced in grade shall be entitled to appeal such action to an impartial Hearing Officer. The employee shall be notified of such action and of his/her right to appeal by certified mail. The employee shall have 20 calendar days in which to notify the Executive Director for ~~Personnel-Control~~ Professional Standards

of the employee's intent to appeal such action. The Board shall appoint ~~such~~ an impartial Hearing Officer, who shall set the date and place mutually agreeable to the employee and the Board for the hearing of the appeal. The Board shall set a time limit, at which time the Hearing Officer shall present the findings. The findings of the Hearing Officer shall not be binding on the Board, and the Board shall retain final authority on all dismissals, suspensions, and reductions-in-grade. The employee shall not be employed during the time of such dismissal or suspension, even if appealed. If reinstated by Board action, the employee shall receive payment for the days not worked, and shall not lose any longevity or be charged with a break in service due to said dismissal, suspension, or reduction-in-grade. Dismissal, suspension, reduction-in-grade, and non-reappointments are not subject to the grievance/arbitration procedures.

Section 3. Cause for Suspension

In those cases where any employee has not complied with Board policies and/or department regulations, but the infraction is not deemed serious enough to recommend dismissal, the department head may recommend suspension up to 30 calendar days without pay. All suspensions must be approved by the Superintendent.

Section 4. Types of Separation

Dissolution of the employment relationship between a permanent unit member and the Board may occur by any of four distinct types of separation.

- A. Voluntary...The employee initiates the separation by resigning, retiring, abandoning the position, or other unilateral action by the employee.
- B. Disciplinary...The employee is separated by the employer for disciplinary cause arising from the employee's performance or non-performance of job responsibilities. Such action occurs at any necessary point in time.
- C. Non-reappointment...The employee is separated by management's decision not to offer another annual contract. However, such non-reappointment shall not be in lieu of discipline or lay-off. Employees whose performance has been deemed marginal by the supervising administrator, who have been counseled during the school year concerning performance, and have failed to perform acceptably shall not be reappointed. Such employees and the Union shall be put on written notice of possible non-reappointment. Counseling and written notice of non-reappointment shall be provided in a timely manner. This action shall not be arbitrary or capricious, but based upon reason for the best interest of the employer.
- D. Lay-off...This is the separation of an employee(s) by the employer for lack of work or lack of funds, without fault or delinquency on the employee's part. A lay-off may occur at any time of the work year with 21 days' notice. Nothing in this contract shall bar the right of management to determine whether or not to reappoint annual employees simultaneous with the lay-off of other employees.

The factors most important in determining what type of separation occurred for a given employee are: which party initiated the action; what time of the work year the action occurred; and the employer's expressed intent.

Section 5. No Strike Provision

Nothing contained in this article shall prevent the School Board from disciplining the officers and official representatives of AFSCME, Local 1184 greater than other employees who participate in a strike, if evidence can be provided. In addition, nothing shall preclude the School Board from disciplining employees for engaging in a strike prior to an administrative or court determination. Employees disciplined for allegedly engaging in a strike shall have a hearing before an impartial Hearing Officer, pursuant to Article XII, Section 2.

Section 6. Progressive Discipline

The parties agree that discharge is the extreme disciplinary penalty, since the employee's job, seniority, other contractual benefits, and reputation are at stake. In recognition of this principle, it is agreed that disciplining action(s) taken against AFSCME bargaining unit members shall be consistent with the concept and practice of progressive or corrective discipline (i.e., in administering discipline, the degree of discipline shall be reasonably related to the seriousness of the offense and the employee's record).

ARTICLE XIII -- LEAVES

Section 1. Voting Leaves

The Board agrees to allow an permanent and probationary employees who is a registered voters a reasonable amount of time off (not to exceed one hour) with pay, to vote in each local and general election. The location of the employee's precinct and the employee's work schedule shall be considered in scheduling such time off.

The employee may be required to show proof of registration to the supervising administrator prior to being granted voting leave.

Section 2. Military Leave

~~A-Full-time~~ Permanent and ~~full-time~~ probationary regular employees of The School Board of Dade County, Florida may be granted a military leave of absence provided that:

- A. He/she volunteers into the Armed Services.
- B. He/she is recalled to active service from a reserve status. The employee who is recalled for annual military responsibility will receive up to 17 calendar days with pay.

Section 3. Parental Leave

- A. ~~A regular-full-time~~ permanent or probationary employee who is an expectant mother or who adopts a child shall be granted parental leave at the employee's request.

If this leave falls within the school year, an approximate time should be given as to when the employee expects to return. The employee's physician health care provider must approve her return to duty in writing. ~~The mother of an adopted child~~ may return at her own request. The maximum period for which parental leave may be granted is one year (12 months).

The employee may request an additional year of leave which will be personal leave. Therefore, the total time granted for the same pregnancy or adoption cannot exceed two years.

- B. A male employee shall notify his supervising administrator in writing of his desire to take parental leave to begin at any time between the birth of a his child ~~to his wife~~ and one year thereafter. Except in cases of emergency, the employee shall give such notice at least 30 days prior to the day on which the leave is to begin.
- C. An employee adopting an infant child (i.e., one year of age or less) shall be entitled upon request to a leave to commence at any time during the first year after receiving de facto custody of said infant child, or prior to receiving such custody, if necessary, in order to fulfill the requirements of adoption.
- D. An employee who is granted a parental leave of absence pursuant to the above shall have the following re-employment rights:

1. When an employee notifies the supervising administrator or the Associate Superintendent for Personnel Management of the desire to return to active employment after parental leave, except for employees who return early, said employee shall immediately be assigned to the same position which the employee held at the time the leave commenced.
2. If that position is no longer in existence, said employee will return to a substantially equivalent position.

Section 4. Personal Leave Without Pay

Leave of absence for personal reasons not to exceed 30 days may be granted to ~~full-time~~ permanent ~~regular~~ employees of the Dade County Public Schools, if approved by the Superintendent, subject to the following guidelines:

- A. No wages or salaries shall be paid during such leave, except as provided in other sections of Board Rules.
- B. All such leaves in excess of 30 consecutive work days shall be approved by the Board, except for those granted in accordance with provisions of the Workers' Compensation Law.
- C. Re-employment rights to a position of like status shall be protected.
- D. Such leave shall not exceed one year in duration.
- E. Such leave may be granted for one of the following reasons:
 1. To serve in the Peace Corps.
 2. To accept a Fulbright Scholarship.
 3. To fill ~~one~~ full-time staff position(s) for AFSCME, Local 1184.
 4. To continue no more than one parental leave.

Personal leave for reasons other than those listed above may be approved by the Board upon recommendation of the Superintendent.

- F. Permanent employees may request personal leave without pay after three years of continuous ~~full-time~~ employment with the Dade County Public Schools.

Section 5. Personal Leave -- Other Provisions

Any employee on leave may make contributions to any compensation or employee benefit plan that was available to the employee before the leave.

ARTICLE XIV -- ANNUAL LEAVE (VACATION)

Section 1. Accrual-Annual Leave (Vacation)

A. Accrual Rates -- full-time permanent twelve-month employees

1. First three years of employment -- 1-1/4 days per month (15 days maximum per fiscal year).
2. Fourth year of employment and thereafter -- 1-2/3 days per month (20 days maximum per fiscal year).

B. Other Accrual Provisions

1. A year of employment is defined as a year of service with the Dade County Public School System which is creditable for a contract year, which is more than one-half the contractual period.
2. Responsible supervisors should make every effort to insure that earned annual leave is used on a current yearly basis in order to provide employees with vacation and proper rest and relaxation.

- C. If the employee has not used annual leave on a current basis, the employee may accrue a maximum of 30 62.5 days of annual leave. ~~Any employee who accrues the maximum of 30 days' annual leave may request approval to accrue additional annual leave credits, not to exceed 15 additional days, for a maximum of 45 days of annual leave.~~

Section 2. Annual Leave (Vacation) Scheduling

- A. Annual leave (vacation) should be used to provide periodic vacation. ~~and Employees should~~ will be permitted the opportunity of taking a minimum of ten consecutive days' vacation during a fiscal year, provided that number of annual leave ~~credits~~ days has been accrued. Annual leave ~~credits~~ may be used for purposes other than vacation when authorized by the supervising administrator.
- B. Upon reasonable notice, supervising administrators may require an employee to use any part of his/her accrued annual leave for vacation purposes at any time that is deemed advisable.
- C. Annual leave for an employee shall be so scheduled that there will be minimum disruption of the operation of the school system.
- D. In setting annual leave schedules within departments of the DCPS, preference as to annual leave dates will be given to those employees with the greatest amount of service in the same classification.

Section 3. Compensatory Day

In the event an employee is required to work on a holiday or the day it is observed, the employee shall be entitled to additional payment at his/her regular hourly rate for hours worked on the holiday or to a compensatory

day off, which must be taken in the same payroll period in which it is granted and shall not be accumulated for use at a later date.

Section 4. Early Dismissal

The Superintendent shall excuse all employees at noon on the last work day preceding December 24 and January 1.

Section 5. Eligibility for Pay

An employee who is not returning after the holiday is to be terminated on his/her last work day prior to the holiday and is not eligible for holiday pay.

ARTICLE XV -- SICK LEAVE

Section 1. The contract provisions governing absences and leaves of personnel are patterned after state laws and regulations. Each full-time permanent employee is entitled to accumulate one day of sick leave per month of employment. Such sick leave is to be accrued in the following manner.

A. Each full-time permanent employee unit-member--employed--on--a full-time-basis shall be credited for one day of sick leave for each month of employment; which shall be credited to the employee at the end of the month and which shall not be used prior to the time it is earned and credited to the employee with four days of sick leave at the end of the first month of employment of each contract year and shall thereafter be credited for one day of sick leave for each month of employment, which shall be credited to the employee at the end of the month and which shall not be used prior to the time it is earned and credited to the employee. However, each employee shall be entitled to earn no more than one day of sick leave times the number of months of employment during the year of employment. If the employee terminates his/her employment and has not accrued the four sick days available to him/her, the School Board may withhold the average daily amount for the sick days utilized but unearned by the employee. Such sick leave shall be cumulative from year to year and there shall be no limit on the number of days of sick leave an employee may accrue.

B. Employees who are employed on a full-time basis during the summer session shall be eligible to accrue sick leave pursuant to the above provisions.

Section 2. All unused accumulated sick leave days earned after July 1, 1954 will be restored to employees previously employed upon returning to employment in the school system, except for employees who have retired.

Section 3. Sick leave shall be approved in the following two categories.

A. Illness of self or illness and/or death of:

Mother	Husband	Foster children
Father	Wife	Step-parents
Sister	Child	Step-children
Brother	Foster parents	Grandchild
Mother-in-law	Son-in-law	Uncle
Father-in-law	Daughter-in-law	Aunt
Brother-in-law	Grandmother	Niece
Sister-in-law	Grandfather	Nephew

B. Illness and/or death of:

Persons who reside in the same residence as the person who is requesting sick leave.

Section 4. Hardship Leave/Dire Emergency Leave

- A. An employee eligible for sick leave may receive extra hardship leave time for his/her own illness up to a maximum of 30 additional work days for the same illness per fiscal year, provided that (30 work days is the maximum allowed any fiscal year):
1. Documentary evidence is presented by a Board-approved physician to the Board providing that this particular illness necessitated confinement, either to home or hospital, which prevented the employee from reporting to work.
 2. The time granted for extra hardship leave will be on the basis of one day for each two days of confinement (30 work days is the maximum allowed any fiscal year for any and all extra hardship leave).
- B. Dire emergency leave may be granted an employee eligible for sick leave following a hardship leave if the illness is the same one for which he/she was granted a hardship leave of absence. Documentary evidence from a Board-approved physician must be submitted with the application for dire emergency leave. This evidence must confirm that confinement, either to home or hospital, further prevented the employee from reporting to work. Dire emergency leave will be computed on the basis of one day for each two days of confinement. This leave cannot exceed 30 work days.

Section 5. Illness-in-Line-of-Duty Leave

All employees shall be entitled to illness-in-line-of-duty leave when they are absent from their duties because of illness from any contagious or infectious disease contracted in the course of their employment. The following requirements shall be observed:

- A. Duration of leave, compensation, and procedures shall be the same as injury-in-line-of-duty.
- B. Contagious or infectious disease as heretofore described shall include childhood diseases (measles, chicken pox, diphtheria, rubella), typhoid, meningitis, tuberculosis, hepatitis, mononucleosis, ringworm, head lice, when substantial proof is provided that such illness resulted from contact with students or other employees.

Section 5- 6. Sick Leave Bank

The parties agree to the following rules and procedures for establishment, staffing, and operation of a SICK LEAVE BANK. Such rules and procedures may be revised by mutual consent of the parties.

RULES AND PROCEDURES FOR THE AFSCME SICK LEAVE BANK

The American Federation of State, County, and Municipal Employees (AFSCME), Local 1184, agrees to staff and operate a Sick Leave Bank Committee for at least the duration of the current contract. It shall be the responsibility of this committee to administer the AFSCME Sick Leave Bank rules and procedures attached hereto.

The Dade County Public Schools agrees to:

- A. Assist the committee in operation of the AFSCME Sick Leave Bank by providing, upon request, data from participating employees' sick leave records. This data will be used to plan the initial operation of the Bank and as a basis for Sick Leave Bank withdrawals.
- B. Designate an administrator to meet periodically with the Sick Leave Bank Committee and to act as liaison with the appropriate Dade County Public Schools office.

The AFSCME Sick Leave Bank Committee shall:

- A. Maintain adequate records relative to all functions of the Bank.
- B. Meet periodically with a designated administrator of the Dade County Public Schools to review AFSCME Sick Leave Bank records.
- C. Operate the AFSCME Sick Leave Bank in accordance with the rules and procedures contained herein.

The Dade County Public Schools shall establish and the Union shall comply with procedures for identifying and recording contributions to the Bank and for complying with any applicable governmental regulation of sick leave or sick leave banks or associated record-keeping.

AFSCME SICK LEAVE RULES AND PROCEDURES

A. PURPOSE

1. In order to provide employees eligible for sick leave with an emergency pool of sick leave days for illness, accident, or injury of self above and beyond those available under "Sick Leave With Pay" provisions, the Board and Union hereby establish the AFSCME Sick Leave Bank.
2. The AFSCME Sick Leave Bank shall function under rules and procedures administered by the Union. ~~All full-time employees in the AFSCME bargaining unit may participate in the AFSCME Sick Leave Bank.~~
3. Any alleged abuse or misuse of the Sick Leave Bank shall be investigated by either or both parties. If the investigation results in a finding of wrongdoing, the employee, DCPS, and the Union shall be notified and the employee shall repay all sick leave days drawn from the pool and shall be subject to such disciplinary action as deemed appropriate by the Board.

B. INITIAL MEMBERSHIP REQUIREMENTS

- Only unit members who are full-time permanent employees, who have been employed full-time for at least one year, and who have a sick leave balance of five days or more at the time of enrollment may enroll in the AFSCME Sick Leave Bank by contributing one day to the Sick Leave Bank.

C. WITHDRAWAL PROCEDURES

Participating members who meet the following criteria may apply for withdrawal of days from the AFSCME Sick Leave Bank:

1. Exhaustion of all personal sick leave days.
2. Exhaustion of or ineligibility for extra sick leave for hardship and dire emergency.
3. All applications are subject to final approval by the AFSCME Sick Leave Bank Committee.

The maximum number of Sick Leave Bank days that may be approved for any participating member is 45 days per 12-month period.

D. MAINTENANCE OF THE AFSCME SICK LEAVE BANK

The AFSCME Sick Leave Bank will be activated when a minimum of 500 days have been deposited. No further contribution shall be required of participating members unless the AFSCME Sick Leave Bank is depleted to a point where 250 days remain. In such case, all members of the sick leave bank, except those members receiving extra sick leave for hardship or dire emergency, shall contribute one day each time the bank is depleted.

E. DURATION OF AGREEMENT

The AFSCME Sick Leave Bank shall be in existence for the duration of the contract and may be renewed in succeeding contracts. In the event a member wishes to terminate AFSCME Sick Leave Bank membership, all obligations and privileges of membership shall cease 90 days from the date of receipt of written notification by the AFSCME Sick Leave Bank Committee. The deposit of sick leave days shall remain in the AFSCME Sick Leave Bank.

F. GRANTING OF SICK LEAVE FROM THE BANK

In the event of non-renewability of the AFSCME Sick Leave Bank in succeeding contracts, Bank deposits will be returned to contributing members where appropriate. Return of days will be accomplished equally to those members who have not utilized AFSCME Sick Leave Bank withdrawals.

AFSCME SICK LEAVE BANK PROCEDURES

A. INITIAL ENROLLMENT

1. The enrollee will sign and forward an AFSCME Sick Leave Bank Program Card, developed jointly by AFSCME and the DCPS Payroll Section, to AFSCME for necessary processing. This card will be the same size as the present Application for Leave Card and will contain authority for the initial deduction of one day of sick leave upon enrollment in the program. Additionally, the

card will authorize AFSCME to deduct an additional day of sick leave from the employee, if the Sick Leave Bank has been depleted.

2. Upon completion of internal processing by AFSCME, the card and a transmittal listing will be forwarded to the Payroll Section. Cards will be forwarded in work location sequence by employee number. The Payroll Section will deduct one day of sick leave from the employee's leave balance on the Payroll Data Card, date it, and enter the notation "AFSCME" on the card. Deduction cards will be filed with and in the same manner as the Application for Leave Cards. Cards will be filed in the pay period which encompasses the date that the posting was made to the employee Leave Data Card.
3. For those employees who do not have the required leave balance for the deduction, the authorization card will be returned to AFSCME with the notation "NO LEAVE BALANCE."

B. SUBSEQUENT DEDUCTIONS AFTER INITIAL ENROLLMENT

1. Subsequent deductions as described in Section IV D above shall be accomplished by utilizing the Sick Leave Bank Program Card, which will be checked in the box titled "Subsequent Deduction". This card need not be signed by the employee and immediate supervisor since the initial card authorized subsequent deductions. This card will be signed and dated by an authorized member of the AFSCME Sick Leave Bank Committee. The cards will then be forwarded to the Payroll Section.
2. Upon receipt of the cards and transmittal listing by the Payroll Section, the individual Payroll Data Cards will be posted and filed per paragraph A2 above. The AFSCME Sick Leave Bank Committee will notify affected employees when subsequent deductions are made from participants. Insufficient leave balance to permit deductions will be returned to the AFSCME Sick Leave Bank Committee per paragraph A2 above. The Sick Leave Bank Committee shall, on an individual basis, notify employees with an insufficient leave balance that they are no longer enrolled in the Sick Leave Bank, and advise them of subsequent enrollment procedures.

C. GRANTING OF SICK LEAVE

When employees eligible for sick leave are granted sick leave from the AFSCME Sick Leave Bank, the AFSCME Sick Leave Bank Committee will utilize the "Sick Leave Bank Program" card to notify the Payroll Section. The sick leave days granted by the committee shall be posted to the Payroll Data Card and filed per paragraph A2 above. The committee will notify members who have been granted sick leave from the Bank.

The committee will notify the DCPS Payroll Section which member(s) of the committee is (are) authorized to grant the leave. The leave cards will be forwarded to the Payroll Section with a letter of transmittal.

Section 6. Good Attendance Incentive

A. To encourage and reward personnel who exercise particular care in the maintenance of their personal health and job attendance, the Board provides a good attendance incentive. All full-time permanent employees in the bargaining unit who accrue sick leave may cash in sick leave days accrued each year, provided the following criteria are met:

1. The employee must use no more than a total of three sick/personal leave days during the course of the fiscal year (July 1 - June 30).
2. The employee must have a minimum of 21 accrued sick leave days after cash-in of sick leave days accrued on an annual basis. Compensation for annual accrued sick leave cashed in pursuant to the above provisions shall be as follows:
 - a) The employee's daily rate of pay during the fiscal year in which the days were accrued times 80%.
 - b) Payment for this benefit will be made ~~on or before August 1~~ during the month of October of the following fiscal year. Days for which such payment is received shall be deducted from the employee's accumulated leave balance.

ARTICLE XVI -- HOLIDAYS

Section 1. - Legal Holidays

A. The following are paid legal holidays for full-time permanent and full-time probationary employees:

1. Labor Day
2. Veterans' Day
3. Thanksgiving Day
4. Martin L. King's Birthday
5. All Presidents' Day
6. Memorial Day

~~Legal holidays as established by Florida Statutes shall be granted to all full-time permanent employees of the Dade County Public School System.~~

B. Part-time permanent and part-time probationary employees shall be eligible for four hours of pay at their regular hourly rate for each of the above legal holidays.

Section 2. Board-Approved Holidays

In addition to legal holidays, the following days have been approved as official holidays for all full-time permanent employees:

Friday following the fourth Thursday in November
(Thanksgiving)

~~December-24-and-December-26~~

~~(Whenever-December-25-(Christmas)-falls-on-a-Tuesday,
Wednesday,-or-Thursday).~~

~~In-the-event-December-25-falls-on-a-Friday,-Saturday,-Sunday-or-Monday;
the-official-holidays-shall-be-observed-as-follows:~~

~~A. When-December-25-is-a-Friday,-the-holidays-shall-be-observed-on
December-24-(Thursday)-and-December-28-(Monday).~~

~~B. When-December-25-is-a-Saturday-the-holidays-shall-be-observed-on
December-23-(Thursday);-December-24-(Friday);-and-December-27.~~

~~C. When-December-25-is-a-Sunday,-the-holidays-shall-be-observed-on
December-26--(Monday);-December-27-(Tuesday);-and-December-28
(Wednesday);~~

~~D. When-December-25-is-a-Monday,-the-holidays-shall-be-observed-on
December-26-(Tuesday)-and-December-27-(Wednesday);~~

Two days in addition to December 25.

In the event December 25 falls on Saturday, the holidays shall be observed on Thursday, Friday, and Monday.

In the event December 25 falls on Sunday, Monday, or Tuesday, holidays shall be observed on Monday, Tuesday, and Wednesday.

Section 3. Legal Holidays Falling on Saturday or Sunday

When a legal holiday falls on a Saturday or Sunday, it shall be observed respectively on the preceding Friday or the following Monday for permanent or probationary personnel not regularly scheduled to work on the respective Saturday or Sunday. In the event permanent or probationary employees are scheduled to work on such Saturday or Sunday, they shall be granted such holidays on the day on which the holiday occurs.

Section 4. Succession of Holidays

When one or more holidays fall on Saturday or Sunday in a succession of holidays, the holiday occurring on Saturday shall be observed on a preceding workday; a holiday occurring on a Sunday shall be observed on a workday following the respective Sunday.

~~Section 5. Holiday Pay for Regular Part Time Employees~~

~~Effective July 1, 1983, regular part time employees shall be eligible for four hours of pay at their regular hourly rate for each of six paid holidays, as designated on the annual, Board approved calendar.~~

ARTICLE XVII -- JURY DUTY AND SUBPOENA AS A WITNESS

Section 1. In case of jury summons, the employee must report to the court on the appointed day, as there is no statutory exemption from jury service.

Any ~~full-time~~ permanent or probationary employee who is summoned as a member of a jury panel shall be granted temporary duty with pay, and any jury fees shall be retained by the employee.

An employee subpoenaed in line of duty to represent the Board as a witness or defendant shall be given temporary duty with pay and any witness fees shall be retained by the employee.

In no case shall temporary duty with pay be granted for court attendance when an employee is engaged in personal litigation; however, employees who have accrued annual leave (vacation) may be granted ~~vacation~~ annual leave in such cases, with approval of the responsible supervisor.

Section 2. Any employee of the school system may be placed on temporary duty without loss of pay when he/she has been subpoenaed by a court as a result of incidents occurring which are related to his/her employment with The School Board of Dade County, Florida.

Any employee who has in his/her custody official records of the school system and is subpoenaed by a court to produce such records may also be granted temporary duty without loss of pay.

ARTICLE XVIII -- OTHER BENEFITS

Section 1. Blood Bank and Donors

Employees wishing to donate blood, without remuneration, shall be granted reasonable leave, without loss of pay, for the purpose of donating blood.

Section 2. Safe Driving Awards

An permanent employee who drives or operates mobile equipment 50% or more of the time in performance of duties, shall receive awards for safe driving. After the fifth year, the employee will receive an appropriate award, as recommended by the employer, for each consecutive year of safe driving completed. Should a driver have a preventable accident, that driver's record for purposes of this provision starts over the first day after the accident.

Section 3. Tools and Uniforms

A. Uniform Allowance

A uniform allowance of ~~\$80~~ \$100 per year will be paid to all AFSCME unit members who are required to wear a prescribed uniform, in accordance with School Board directives the following provisions:

1. Employees, in order to qualify for the annual uniform allowance, shall wear the prescribed uniform while performing their duties during normal working hours and scheduled overtime.
2. Receipt of three warning notices for failure to wear the uniform may shall result in the employee's loss of the uniform allowance for that year.
3. Continued failure to wear a prescribed uniform shall result in appropriate disciplinary action.
4. The uniform allowance will be paid to eligible employees at the conclusion of the work year.

B. Hand-Tool Allowance

An annual hand-tool allowance will be paid to those Maintenance and Transportation employees qualifying under the terms stipulated in Appendix V.

The annual payment of an allowance for the upkeep and replacement of hand tools will be calculated based upon agreed values increased by the percentage increase in the Hand Tools category #1042 of the U. S. Department of Labor, Bureau of Labor Statistics, for the month of July of that year.

Section 4. Unemployment Compensation (Refer to Appendix II)

The current Board policy to comply with state statutes shall continue in force and effect.

Section 5. Insurance (Refer to Appendix II)

Section 6. Retirement

The current Board policy and practice shall continue in force and effect.

Section 7. Mileage

Employees whose duties for the school system require them to travel within the county from their official headquarters to other locations shall be reimbursed for travel in a privately owned vehicle on the basis of the maximum mileage allowance under Florida law. Mileage allowance shall be computed at the maximum allowable rate per mile for distance actually traveled on official business, as established in Florida Statutes.

Section 8. Parking Supplements

~~Unit--members--employed--full-time~~ Permanent employees at Southside Elementary School who drive to work and utilize parking provided by the City of Miami Off-Street Parking Authority adjacent to the school shall be paid an annual parking supplement in the amount of \$250. To be eligible, employees will be required to certify to the Southside Elementary School Principal that they are driving to work and parking their vehicles in said spaces. The supplement will be incorporated in the eligible employees' daily rates of pay until such time as the Board provides other parking space or facilities.

Section 9. Quality Instruction Incentives Program

If Dade County Public Schools and the exclusive bargaining agent for its instructional personnel negotiate a Quality Instruction Incentives Program, pursuant to Florida Statutes, Section 231.532, which includes payment of share awards to school-site employees other than teachers, AFSCME, Local 1184, authorizes such share awards to be made to its eligible bargaining unit members.

Section 10. Longevity Supplement

Unit personnel who are on Step II of the AFSCME B-4 or U-3 Salary Schedules and who have completed, by June 30 of the previous year, 12 or more years of creditable service with The School Board of Dade County, Florida, shall receive an annual supplement paid in a lump sum as follows: for fiscal year 1985-86, \$250, payable on or before December 20, 1985; for fiscal year 1986-87, \$300, payable on or before December 19, 1986.

ARTICLE XIX -- EMPLOYEE PROTECTION IN WORK ASSIGNMENTS

Section 1. Employees shall not be required to work under unsafe or hazardous conditions, nor to perform tasks which endanger their health, safety, or well-being. Employees are to be provided a safe workplace and are to be furnished with safety devices, protective clothing, and such safeguards as are necessary to reduce or eliminate accidents and injuries. Managers/supervisors are to do everything reasonably necessary to protect the life, health, and safety of each employee and the public.

Section 2. Employees will follow safe practices and operating methods on all jobs assigned. Employees shall be required to wear the safety devices, protective clothing, or equipment designated by management for employee protection. Safety devices and equipment, when required, will be provided by the Board. Refusal or failure of an employee to use or wear such devices or equipment, or failure to follow safe practice and operating methods, shall be grounds for appropriate disciplinary action.

Section 3. In the event an employee is involved with an accident or injury, an accident report will be completed and distributed, as prescribed by Administrative Directives.

ARTICLE XX -- ESTABLISHED PRACTICES

~~In the interest of clarity, it is reaffirmed that these established practices are as follows:~~

Section 1. Break Time

For daily work assignments of six or more hours, permanent and probationary employees (except bus drivers and bus aides) shall be entitled to one 15-minute break for each half of the work assignment. For work assignments of less than six hours, such employees shall be entitled to one 15-minute break. period

Section 2. Clean-up Time

Permanent and probationary employees (except bus aides) will have ten minutes prior to the close of each work shift for the purpose of clean-up and/or returning tools and equipment.

Section 3. Split Shifts

There shall be no split work shifts.

Section 4. Shift Differential

A shift differential shall be paid to those full-time permanent and full-time probationary employees working the afternoon/evening (second) shift and the night (third) shift.

A. Second Shift - Full-time permanent and full-time probationary employees, including head custodians, will be eligible for the second shift premium when the start of the shift is 12:30 P.M. or later, but prior to 6:00 P.M. The shift premium will be \$.20 per hour, except for Elevator Operators and Starters, in which cases for whom the shift premium will be \$.15 per hour.

B. Third Shift - Full-time permanent and full-time probationary employees, including head custodians, will be eligible for the third shift premium when the start of the shift is 6:00 P.M. or later, or three hours before the beginning of the normally scheduled first day shift. The shift premium will be \$.25 per hour, except for Elevator Operators and Starters, in which cases for whom the shift premium will be \$.20 per hour.

~~Section 5. --- Custodian/Head Custodian Salary Scale~~

~~Custodians shall start on the third step of the salary scale.~~

Section 6 5. Food Service Personnel

All food service personnel are to receive meals without payment.

Section 7 6. Advancement in pay grades. (Refer to Appendix III)

~~Section 8. --- Back Pay~~

~~Section 9.---Administrative Policy Covering the Salary Handbook~~

~~The Union shall be advised of any proposed change in any policy contained in the Salary Handbook; method of notification shall be the same as in Article IV.~~

ARTICLE XXI -- PAYROLL DEDUCTIONS FOR AFSCME DUES

- A. On or before July 1 of each year, AFSCME shall notify the Associate Superintendent for Personnel Business Management ~~shall contact AFSCME and shall ascertain regarding:~~
1. The amount of each Union dues deduction to be made.
 2. The number of deductions required during that contract year. ~~for each employee in the unit (this may be a fixed number from one to 26):~~
 3. ~~A schedule for taking dues deductions shall be submitted no later than September 1 or July 1 as applicable by AFSCME and approved by the Assistant Superintendent for Personnel.~~
- B. ~~The Associate Superintendent for Personnel Management shall then prepare and provide the Payroll Section a letter to all employees in the unit explaining the payroll dues deduction program for that year and the rights and privileges of each employee relative to AFSCME membership and payroll dues deductions.~~
- CB. The Associate Superintendent for Personnel Business Management shall request from AFSCME the information required on the deduction card as follows:
1. Work location.
 2. Employee number.
 3. Payroll code.
 4. Name of employee.
 5. Name of organization.
 6. Amount of dues or authorization to deduct whatever dues are assessed.
 7. A statement that the School Board shall be absolved of any and all liability resulting from the collection of authorized dues.
- BC. AFSCME shall be required to submit completed and correct payroll deduction authorization cards, including the manual signature of the employee, to the Supervisor of Payroll Section at least three weeks before the initial deduction is to be made.
- ED. The authorization cards shall be retained on file in the Payroll Section as long as AFSCME is the certified bargaining agent of the unit.
- FE. The School Board agrees to deduct the regular Union dues of each employee who is a Union member from his/her pay and to remit such deductions to the Union within ten days of the date of the deduction.

- F. Any employee in the unit desiring to change or revoke his dues deduction authorization must submit a request for such change or revocation to AFSCME at least 30 days prior to the effective date of such change. At no time shall AFSCME present to the ~~Supervisor of Payroll Section~~ a requested change which cannot be implemented.
- G. AFSCME shall be responsible for the collection of any arrears due it. ~~AFSCME~~.
- H. AFSCME will notify the ~~Board~~ Associate Superintendent for Business Management, in writing, 30 days prior to any change in regular dues deduction.
- I. The School Board shall be absolved of any and all liability resulting from the collection of authorized Union dues.

ARTICLE XXII -- COMPLETE AGREEMENT AND WAIVER OF BARGAINING

It is agreed and understood that this agreement constitutes the complete understanding between the parties and concludes all collective bargaining during its term, except as otherwise specifically provided in the Article entitled Term of Agreement and Reopening. The Union specifically waives the right to bargain during the term of this agreement with respect to any subject or matter referred to or covered in this agreement, or to any subject or matter not specifically referred to or covered, even though it may not have been in the knowledge or contemplation of the parties at the time this agreement was negotiated.

~~This entire agreement may be reopened for negotiations if not approved by The School Board of Dade County, Florida or if funds are not made available for its implementation.~~

ARTICLE XXIII -- ASSIGNABILITY OF CONTRACT

The provisions of this agreement shall be binding upon the parties hereto and upon their successors and assigns for the full term of this agreement. The parties agree that the terms and obligations herein contained shall not be affected, modified, altered, or changed in any respect by the transfer or assignment by the Board or any or all of its property, control, ownership, or management, or by any change in the legal status of the Board or any part thereof.

ARTICLE XXIV -- TERM OF AGREEMENT AND REOPENING

- A. The agreement shall be effective upon ratification by the Union and The School Board of Dade County, Florida, and shall continue to June 30, 1988.
- B. The agreement may, by service of written notice on the other contract party no later than April 1, 1987, be reopened on negotiations for the 1987-88 fiscal year.
- C. If the Florida Legislature fails to allocate adequate funds to implement the fiscal agreements in this contract, the Board may reopen negotiations on such issues.
- ~~D. The School Board, prior to the start of the 1984 Florida Legislative Session, must inform AFSCME of the specific amount of non-categorical funding from all sources (local, state, federal) needed by the School Board to maintain its current (1983-84) level of services and to implement the 1984-85 provisions of this collective bargaining agreement. If the Legislature fails to provide the School Board with at least 95% of the discretionary money needed to maintain existing programs and to implement the 1984-85 portions of this collective bargaining agreement, the School Board, at its discretion, may request to reopen negotiations with AFSCME. When AFSCME is notified of the School Board's desire to reopen negotiations for the 1984-85 school year, the School Board is expressly granted the right to refrain from implementing the economic portions of this agreement for the 1984-85 school year. During the period of re-negotiations, the Union agrees that the School Board will continue to pay wages and benefits based upon the 1983-84 salary schedule and benefit package until negotiations for the revised economic package have been concluded and agreement is reached or impasse procedures have been exhausted. No provision in this Article shall be subject to the grievance/arbitration procedure or to litigation in any court or tribunal.~~
- D. The School Board, prior to the beginning of the 1986-87 fiscal year, and dependent upon the 1986 Legislative Session, may request AFSCME to reopen the economic provisions of this Agreement. AFSCME hereby agrees to re-negotiate the economic provisions of this Agreement for the 1986-87 school year if requested by the School Board. After the Union is notified of the School Board's desire to re-negotiate the economic provisions of this Agreement, the Union expressly waives the School Board's obligation to implement the 1986-87 economic provisions of this Agreement until negotiations for the revised 1986-87 wage/fringe benefits package have been concluded. During negotiations, unit employees will continue to be governed by the 1985-86 economic agreement. The 1985-86 provisions will govern until negotiations for the revised economic package have been concluded and agreement is reached or impasse procedures have been exhausted. These provisions are not subject to the grievance/arbitration procedure or to litigation in any court or tribunal.

E.---The Board or AFSCME, Local 1184 may reopen negotiations on economic issues if the Florida Legislature appropriates categorical funds for the salaries of non-instructional school district employees in excess of the salary increases provided for in this agreement.

F.---Upon approval of a twenty-five (25) year early retirement incentive program by the School Board, AFSCME or the Board may reopen negotiations on this issue.

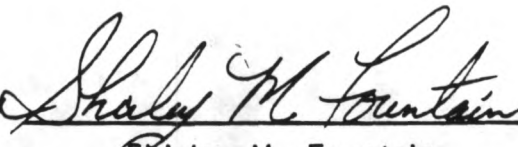
ARTICLE XXV -- MISCELLANEOUS

- A.. Should any part of this agreement or any portion therein contained be rendered or declared illegal, legally invalid, or unenforceable by a court of competent jurisdiction, or by the decision of any authorized governmental agency, such invalidation of such part or portion of this agreement shall not invalidate the remaining portions thereof. In the event of such occurrence, the parties agree to meet immediately, and, if possible, to negotiate substitute provisions for such parts or portions rendered or declared illegal or invalid. The remaining parts and provisions of this agreement shall remain in full force and effect.
- B. Any delays in the signing of this agreement after ratification by the Board and the Union membership shall not defer the implementation date as it affects the distribution of the benefits and provisions provided by this agreement.
- C. In the event of a conflict between these provisions and the applicable law, as finally interpreted by the proper courts of competent jurisdiction or administrative bodies, the law will prevail.

This contract shall continue in full force and effect until midnight, June 30, 1988.

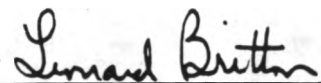
DATED at Miami, Florida, November 7, 1985.

AMERICAN FEDERATION OF
STATE, COUNTY, AND
MUNICIPAL EMPLOYEES
LOCAL 1184, AFL-CIO

By 
Shirley M. Fountain
President

THE SCHOOL BOARD OF
DADE COUNTY, FLORIDA

By 
Paul L. Cejas
Chairman

By 
Leonard Britton
Superintendent of Schools

APPROVED AS TO FORM:


ATTORNEY TO BOARD

APPENDIX I

NON-EXEMPT-EMPLOYEES POSITIONS IN THE AFSCME UNIT

~~All-regular-(10-12-month)-employees-employed-as-non-instructional,-maintenance,-operation,-transportation-and-food-service-employees-employed-by-Dade-County School-Board-in-the-following-job-classifications.~~

Listed below are the job titles for those employees of the Dade County School Board in the AFSCME, Local 1184 bargaining unit:

~~Fire-Prevention-Mechanic-I+~~
 Senior Fire Equipment Mechanic/Inspector
~~Fire Equipment Mechanic/Inspector~~
~~Automotive-Mechanic-Foreman~~
 Foreman-Vehicle Service & Repair
~~Automotive-Mechanic-I~~
 Vehicle Mechanic
~~Tow-Truck Operator~~
~~Automotive-Body-Repairman-I+~~
 Foreman-Automotive Body Shop
 Foreman-Automotive Maintenance/Repair
 Foreman-Emergency General & Vehicle Repair
~~Leadman,-Body-Shop~~
 Upholstery Repairer - Motor Vehicles
 Hotel Office Clerk
 Bellman
 Bellhop
 Utility Worker - LHEC
 Equipment Mechanic II
 Equipment Mechanic I
 Lead Equipment Mechanic
 Mower Mechanic II
 Senior Mower Mechanic
 Locksmith II
 Mail Courier
 Mail Clerk
 Parking Lot Attendant
 Audiovisual Technician - Planetarium
~~Audio-Visual-Aides-Technician~~
 Audiovisual Specialist
 Audiovisual Recording Specialist
 Audiovisual Reproduction Clerk
 Senior Audiovisual Reproduction Clerk
 Film Technician - AV
 Senior Film Technician-AV
 Audiovisual Technician
 Radio Program Clerk
 Radio Announcer - Producer - Public Affairs
 TV Stage Manager
~~TV-Continuity-Writer~~
~~TV-Film-Technician~~
 TV Control Operator
 TV Media Trainee
 TV Production Helper
 TV Production Technician I

~~Fire-Prevention-Mechanic-I+~~
 Fire Equipment Mechanic
~~Automotive-Mechanic-I+~~
 Leadman - Vehicle Repair
~~Automotive-Serviceman~~
 Vehicle Service Mechanic
 Vehicle Service Attendant
 Radiator Repair Mechanic
~~Automotive-Body-Repairman-I+~~
 Vehicle Body Repairer I
 Automotive Paint/Body Worker
~~Leadman,-Mechanic-Rebuild-Shop~~
 Tire Repair Mechanic
 Vehicle Maintenance Helper
~~Hotel-Housekeeper-Assistant~~
 Housekeeper
 Hotel Cleaning Attendant
 Laundry Attendant
~~Equipment-Mechanic-Foreman~~
 Foreman-Equipment Repair
 Space Heater Mechanic
 Mower Mechanic I
 Locksmith I
 Lead Mail Clerk
 Senior Mail Clerk - LHEC Annex
 Foreman - Mail Service
 Senior Mail Clerk - S & MD Annex
~~Workers-Compensation-Coordinator~~
 Piano-Tuner
 Piano Technician
~~Senior-Film-Technician---AV~~
 Audiovisual Operator - Clerk
 Audiovisual Systems Technician
 Radio Dispatcher
 Radio TV Engineer I
 Radio TV Engineer II
 Radio Announcer Operator
 Working Leader - Radio/TV Engineer
 TV Cameraman
~~TV-Master-Scheduler~~
~~TV-Announcer-Operator~~
~~TV-Master-Scheduler~~
~~TV-Artist-Illustrator~~
 Senior Animator
 Assistant Animation Producer

TV Production Technician II
TV Production Technician III
TV Production Technician IV
Administrative Clerk - TV Productions
Media Writer/Producer
Artist Illustrator - Education Media
Watchman
Security Guard
~~Stock Clerk -tt~~
Senior Stock Clerk Transportation
Parts Counter Attendant
Assistant Parts Counter Attendant
Routing Clerk
Senior Stock Clerk
Senior Foreman - Materials Storage & Issue
Foreman - Materials Storage & Issue
Storekeeper/Distribution Clerk - Skill Center
Foreman - Receiving Section
Senior Receiving Clerk
Textbook Repair Clerk
~~Tool-Repairman-t~~
Tool Repairer/Machinist
Driver-Delivery Truck
Maintenance Equipment Operator I
Driver - Service Vehicle
Driver-Pick-Up & Delivery
~~Office Machines-Foreman~~
Foreman - Office Machine Repair
Unskilled Laborer
Groundsman
~~Labor-Foreman-tt~~
Laborer - Grounds Improvement
Laborer-Heavy
Utility Worker
Foreman - General Grounds Maintenance Develop.
Fence Erector & Repairer
Playground Equipment Operator
Fertilizer Equipment Operator/Spreader
School Bus Route Specialist
School Bus Driver
Permanent Sub Bus Driver
Custodian II
Custodian Head I
Custodian Head III
Interim Custodian
Plant Foreman III
Food Service Manager I
Food Service Worker
Part-Time Food Service Worker
Cook I
Cook II
Part-Time Cook
Part-Time Cook II
Cafeteria Substitute
Lunchroom Aide
Restaurant Training Manager

Animation Production Assistant
TV Master Switcher
Assistant TV Director
TV Program Schedule Clerk
Police Guard
Parent Aides (Hourly)
Parent Aides (Full-Time)
Stock Clerk II
Stock Clerk t
Senior Foreman Maintenance Stockroom
Foreman-Stockroom
Parts Counter Attendant - Maintenance
Foreman - Delivery Section
Foreman - Maintenance Stockroom
Inventory Audit Clerk
Property Control Clerk
~~Materials-Testing-Assistant~~
Lab Technician
Receiving Clerk
~~Tool-Repairman-tt~~
Small Tool Repairer
Tractor Trailer Operator
~~Automotive-Equipment-Operator-tt~~
~~Automotive-Equipment-Operator-t~~
Maintenance Equipment Operator II
Driver - Maintenance Pumper Truck
Office Machine Repairman Mechanic I
Office Machine Repairman Mechanic II
~~Laborer-t~~
~~Job-Order-Clerk~~
~~Labor-Foreman-t~~
~~Labor-Foreman-ttt~~
Laborer - General Maintenance
Maintenance Systems Clerk
General Foreman - Grounds
Assistant Fence Erector & Repairer
Assistant Playground Equipment Instal
Tractor Mower Operator
School Bus Route Manager
Bus Aide
Custodian I
Custodian III
Custodian Head II
~~Custodian-Inspector~~
Temporary Hourly Custodian
Food Service Manager II
Food Service Manager III
Food Service Manager IV
Food Service Manager V
Baker I
Baker II
Part-Time Baker
Part-Time Baker II
Satellite Assistant
Lunchroom Aide-Assistant
Head Baker Restaurant Training

Chef-Restaurant Training
Elevator Operator +
~~Elevator-Starter-H~~
Assistant Elevator Starter
Layout Worker
~~Shade-Mechanic-I~~
~~Shade-Mechanic-H~~
Curtain & Shade Worker
~~Shade-Mechanic-Foreman~~
Upholstery Repairer
~~Window-Repairman-I & H~~
Window Repairer I
Window Repairer II
Furniture Refinisher
Laborer - Furniture Repair & Refinishing
Assistant to Food Service Manager

Elevator Starter +
~~Elevator-Starter-H~~
Chief Elevator Operator - Starter
Maintenance Systems Manager
Chief Maintenance Systems Clerk
Dispatcher Clerk
Curtain & Shade Installer/Repairer
Foreman-Window Shades & Upholstery
Upholsterer
Window Repair Foreman
Foreman - Furniture Repair & Refinish
Furniture Repairer II
Furniture Repairer I
Capital Improvement Technician
LH Facility Operations Chief-2D Shift

APPENDIX II

COMPENSATORY BENEFITS

The School Board shall provide the following additional compensation benefits as described in this Appendix:

Liability Insurance	61
Group Life Insurance	62
Group Health Insurance	62
Health Insurance for Retired Employees	63
Workers' Compensation	64
Temporary Duty	65
Social Security	65
Retirement Plan	65
Early Retirement Plan	66
Unemployment Compensation	66
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U.S. Savings Bonds	66
Tax Sheltered Annuities	67
Terminal Pay	67

The Board agrees to provide for all eligible full-time permanent and full-time probationary employees ~~unit-members~~ the current level of Board-paid health, life, dental, and vision coverages through December 31, ~~1983~~ 1985. Prior to December 31, ~~1983~~ 1985 the Board will present to the Union, through the Fringe Benefits Council, proposals regarding the impact of a revised core benefit package for the remainder of fiscal year ~~1983-84~~ 1985-86 which will include some or all of the following:

- A. Board payment of a level premium to each category of benefit; or,
- B. Board payment of a percentage of premium for each category of benefit; or
- C. Modification of benefits for cost containment measures (including increased deductibles, greater percentages of co-insurance, etc.); or,
- D. Review of funding alternatives; or,
- E. A combination of the above.
- F. Other alternatives, as agreed to by the parties.

Section 1. Liability Insurance

Subject to the availability of liability policies to the Board, all employees of DCPS are covered by professional liability insurance ~~for noncriminal acts other than tort acts~~, and the carrier undertakes the defense of the employee sued as a result of acts occurring in the ~~proper performance of his/her duties~~, scope of his/her employment or function, unless such employee acted in bad faith or with malicious purpose or in a manner exhibiting wanton and willful disregard of human rights, safety, or property, according to the terms of the policy.

If the Board Attorney is to represent the employee in a case in which the insurance coverage does not apply, the Superintendent may make that recommendation to the Board. When time does not permit prior recommendation to the Board, the Superintendent shall authorize the Board Attorney to represent the employee and report his action at the next regular meeting of the Board.

Section 2. Group Life Insurance

- A. The Board agrees to improve the current group life insurance plan for all eligible full-time permanent and full-time probationary employees by providing life insurance equal to the employee's annual base salary, effective January 1 of each year for the term of this contract, for the 1982-83 fiscal year, or \$10,000, whichever is higher.
- B. Unit Full-time permanent and full-time probationary employees shall be given the option of purchasing an additional amount of life insurance equal to two times the employee's annual base salary, for the 1982-83 fiscal year effective January 1, or \$20,000, whichever is higher, at the same rate. The optional coverage shall be paid for by the employee.

Section 3. Group Health Insurance

- ~~A.---To increase the current \$50,000 major medical benefit in the hospitalization plan with the insurance carrier to \$250,000 for all eligible AFSCME unit members.---The benefit will be effective upon acceptance of the improvement by the insurance carrier.---The cost shall be paid by the Board.~~
- ~~B.---To provide a dental care insurance program for eligible unit members effective January 1, 1979.---The cost of employee coverage shall be paid by the Board.---Optional dependent coverages, if available through the insurance carrier, may be elected at the employee's expense.~~
- ~~C.---To provide a vision care insurance program for eligible unit members effective January 1, 1979.---The cost of employee coverage shall be paid by the Board.---Optional dependent coverage, if available through the insurance carrier, may be elected at the employee's expense.~~
- A. The employer agrees to provide the present level of health insurance benefits for full-time permanent and full-time probationary employees through December 31, 1985. with the Board assuming the increased costs for employee costs for fiscal 1978-79.---In addition the Board agrees:
- B. Beginning January 1, 1986 the indemnity insurance health plan contract will be modified to require that all non-emergency inpatient hospitalizations be pre-authorized by the Dade County Public Schools' Assistant Medical Director's Office in writing, or a 50% payment penalty will be applied when there has been no pre-authorization.

The indemnity insurance plan will pay 100% benefit payments (based on "reasonable and customary" charges covered under this plan) without deductible if Pre-Admission Certification has been obtained in writing and the covered employee/dependent uses a Preferred Provider Hospital for a non-emergency, inpatient hospitalization.

The indemnity insurance plan will pay 80% benefit payments (based on "reasonable and customary" charges covered under this plan) after deductible if Pre-Admission Certification has been obtained in writing and the covered employee/dependent DOES NOT use a Preferred Provider Hospital for a non-emergency, inpatient hospitalization.

The indemnity insurance plan will pay 50% benefit payments (based on "reasonable and customary" charges covered under this plan) after deductible if the employee/dependent DOES NOT obtain in writing a Pre-Admission Certification for all non-emergency inpatient hospitalizations whether in or out of a Preferred Provider Hospital.

- C. All eligible full-time permanent and full-time probationary employees in the AFSCME bargaining unit shall have the option of selecting an approved HEALTH MAINTENANCE ORGANIZATION as an alternative to the current health carrier. The School Board shall pay, pursuant to Public Law 93-222, the full single coverage premium for all eligible employees whether they are enrolled in the current group plan or an approved HMO. Such health programs shall continue to include dental and vision care coverage at not less than the present minimums. The Union shall have the exclusive right to accept or reject any HMO.

~~The enrollment period shall begin in September, 1979 and close in October, 1979. Coverage for employees of the AFSCME unit and their enrolled eligible dependents shall become effective the first day of the first full pay period for the class of employees, in January, 1980.~~

~~The following fringe benefits shall be added immediately to existing Board provided (carrier) insurance coverage for eligible members, contingent on carrier acceptance of policy changes:~~

~~A.---Home health care;~~

~~B.---Psychologist ordered by physician;~~

~~C.---Second surgical opinion;~~

~~D.---Ambulatory surgical facility paid under basic benefits (no deductible).~~

- D. Effective January 1, 1986 the Board will provide for eligible part-time permanent employees (i.e., those employees employed by the school district for at least one year) a hospital indemnity policy providing payments of \$100 per day for a maximum of 31 days per confinement. All inpatient hospitalizations of a non-emergency nature (as determined by the insurance carrier) must be pre-certified in writing through the carrier's pre-admission certification process. Failure to pre-certify or non-approval as a medically necessary hospitalization will result in no benefits payable to the employee.

Section 4. Health Insurance For Retired Employees

The School Board of Dade County, Florida and AFSCME agree to the following conditions affecting retiree insurance for those retirees remaining with the Board-sponsored indemnity insurance health plan (currently Metropolitan Life Insurance Company). ~~effective January 1, 1983~~ These conditions are:

- A. To commingle the retirees' claims experience in with the active employees' claims experience.
- B. To keep the experience records separate so that analyses can be made prior to re-implementation in subsequent years.
- C. To improve the retiree benefits for both those covered by Medicare and those who are not eligible for Medicare by offering to retirees and their eligible dependents the same plan as that offered to active employees, with the following exceptions:
 - ~~1. The new retiree plan will have a \$100 per hospital confinement deductible;~~
 - 2. 1. The new retiree plan will have a \$300 major medical deductible; ~~(in lieu of the current \$100 deductible);~~
 - 3. 2. The lifetime maximum on the retiree program will be limited to ~~\$100,000~~ \$500,000 on the major medical expenses only;
 - 3. 3. The program will be coordinated with Medicare, not carved out;
 - 5. 4. Commingling will only be offered to the retiree, not to the retiree's dependents.

Section 5. Workers' Compensation Benefits

- A. If an employee is disabled by injury occurring during the discharge of duty and is unable to perform his/her regular duties, the Workers' Compensation Act of the State of Florida provides that "no compensation shall be allowed the first seven days of disability." However, if disability extends more than 14 days, Workers' Compensation shall be paid from the first day of disability.
- B. Compensation benefits begin on the 8th day of proven disability and are payable on the 14th day and continue (usually bi-weekly) until the employee is able to return to work or maximum medical improvement has been reached. Temporary total compensation payments stop when the doctor says the injured employee may return to work, or when maximum medical improvement has been reached.
- C. Rate of compensation: to be determined by Florida Statutes.
- D. Florida Workers' Compensation pays complete authorized medical expenses of proven liability cases upon receipt of proper medical reports.

- E. Whenever an employee is absent from his/her duties as a result of injury caused by an accident or an assault occurring in the course of his/her employment for Dade County Schools, upon verification of injury by a Board-approved licensed physician, and at the discretion of the Board, the employee may be paid full salary (less the amount of any Workers' Compensation payments made for temporary disability due to said injury) for the period of such absence not to exceed six months from date of injury, subject to Board approval, and no part of such absence will be charged to his/her annual or accumulated sick leave. Such payment shall be in accordance with pay rates in effect at that time.
- F. To comply with Florida Statutes 440, the Board's Workers' Education and Rehabilitation Compensation (WERC) Plan will be utilized to support the placement of those eligible employees into retraining classes or reassignment to other duties commensurate with the compensation doctor's diagnosis.
- G. The Superintendent or his/her designee may, when deemed in the best interest of the school system, involuntarily transfer unit members with contagious or infectious diseases (as agreed to by the parties). Before said employee is involuntarily transferred, a conference shall be held with the Area Superintendent or his/her designee or appropriate bureau/office head, except where such transfers are a result of a legal order. Employees who are involuntarily transferred pursuant to this section will have the right to be accompanied by two representatives of the Union and shall be informed of this right.

Section 6. Temporary Duty

Any employee may be assigned to be temporarily absent from his/her regular duties and place of employment for the purpose of performing other DCPS services, including participation in school surveys, training meetings, study courses, workshops, etc. Such temporary assignment will be initiated by the supervising administrator. Employees will receive their regular pay, and may be allowed expenses as provided by law and rules of the School Board. Such temporary duty shall be considered equal to the regular duties of the individual, and employees performing such assigned temporary duties shall not be considered to be on leave.

When an employee is on assignment away from his/her school or regular place of employment and that assignment requires (a) the employment of a substitute, (b) payment of travel expenses, or (c) out-of-county attendance, the employee must complete a request for temporary duty form obtained from the Bureau of Personnel Management. The request must be signed and approved by the supervising administrator and forwarded to the Bureau of Personnel Management for final approval.

Section 7. Social Security

Employees or their families with adequate quarters of coverage with the Social Security Administration are eligible to receive benefits in accordance with Federal Laws because of retirement, disability, or death.

Social Security is financed through payroll taxes. The School Board matches payroll taxes deducted from employees' salaries for Social Security to assist in financing this program.

Section 8. Retirement Plan

Membership in a state-administered retirement system for unit members of DCPS, as pertinent, is governed as follows:

- A. The Florida Retirement System -- Chapter 121, Florida Statutes, and Rules and Regulations, Florida Retirement System, as amended.
- B. State and County Officers and Employees Retirement System -- Chapter 122, Florida Statutes, as amended.

Section 9. Early Retirement Plan

- A. The Board agrees to provide at Board expense a supplemental early retirement plan to eligible permanent employees who participate in the Florida Retirement System, who have attained age 55 but less than age 60, and who have completed at least 25 years, but less than 28 years, of creditable service as defined by the Florida Division of Retirement.
- B. Criteria for eligibility and procedures for implementation of the early retirement plan, as stipulated in the DCPS document entitled Supplemental Early Retirement Program and consisting of the Supplemental Early Retirement Plan and the Supplemental Early Retirement Trust, are by reference incorporated and made a part of this contract. Revisions to these documents shall occur only by mutual agreement of the parties.

Section 10. Unemployment Compensation

Effective July 1, 1974, the scope of the Florida Unemployment Law was expanded to include employees of school boards and community colleges, retroactive to December 31, 1973.

Unemployment insurance provides temporary income payments to make up a part of the wages lost to workers who lose their jobs through no fault of their own, and are able and available for work.

In lieu of the contributions required of private employers, public agencies are annually required to reimburse the state an amount equal to the total of regular benefits and the state's share of expended benefits paid to former employees of the agency. The School Board, as a nonprofit employer, is required to reimburse the Unemployment Compensation Fund for the benefits paid to former employees on a dollar for dollar basis.

Section 11. Credit Union

Permanent and probationary employees have an opportunity to become members of the Dade County School Employees Federal Credit Union, which was organized March 8, 1935. and as of June 30, 1974, had assets of \$26,855,850.60 and a membership in excess of 17,127. The purpose of the

Credit Union is to encourage regular savings and make loans available to members at low interest rates with payments arranged according to their income and ability to repay.

There are five locations to serve personnel; the main office is located at 7800 S.W. 117 Avenue, Miami (telephone 279-4364).

Section 12. U. S. Savings Bonds

Permanent and probationary employees may purchase by payroll deductions up to ten bonds simultaneously in the amounts of \$25, \$50, \$75 or \$100 denominations. Bonds are purchased from the First National Bank of Miami and are forwarded to the employee from ~~the Office of~~ Deduction Control. Payroll deductions for the purchase of U. S. Savings Bonds may be canceled at the end of a bond purchase cycle. Bonds are purchased solely by the employee.

Section 13. Tax Sheltered Annuities

The School Board has a tax sheltered annuity program in which all permanent and probationary employees are eligible to participate. A tax sheltered annuity offers the tax advantage of deferring federal income taxes until the benefit is received. The employee who elects to enroll in this program pays for the entire cost by payroll deduction, based upon an amendment to his/her basic contract. The School Board and AFSCME shall have no liability or responsibility in connection with the tax sheltered annuity program, except the Board will show that the payments have been remitted for the purpose for which deducted by an annual statement by the carrier.

There are generally two types of plans available--fixed and variable--with over 90 companies authorized to sell these annuities. A list of these companies is published by DCPS annually. ~~in the Weekly Reader~~ The Risk Management Department will also provide a list of these authorized companies, as well as a brochure describing this program in greater detail, upon request.

An employee may participate through two different companies but ordinarily only one change, either an increase, decrease, cancellation, or addition of a new company is allowed each year. An annuity may not be canceled except concurrent with the "contract year," with request for cancellation required well in advance of the first paydate of the new year for the employee.

Section 14. Terminal Pay

- A. To encourage and reward full-time permanent employees who exercise particular care in the maintenance of their personal health and job attendance, the Board will provide terminal pay to employees at normal retirement, resignation, or to their beneficiaries if services are terminated by death. Any employee not in service at the time of retirement shall not receive these benefits. Terminal pay shall not exceed an amount determined by the daily rate of the employee at retirement, resignation, or death as follows:

1. During the first three years of service, the daily rate of pay multiplied by 35% times the number of days of accumulated sick leave;
 2. During the next three years of service, the daily rate of pay multiplied by 40% times the number of days of accumulated sick leave;
 3. During the next three years of service, the daily rate of pay multiplied by 45% times the number of days of accumulated sick leave;
 4. During and after the tenth year of service, the daily rate of pay multiplied by 50% times the number of days of accumulated sick leave;
 5. During and after the 13th year of service and until when first eligible for normal retirement, the daily rate of pay multiplied by 100% times the number of days of accumulated sick leave. Thereafter, the daily rate will remain frozen at the rate when first eligible for normal retirement. In no case, however, shall an employee whose daily rate has been frozen pursuant to this provision receive less than the amount determined as in D above.
- B. Provisions for terminal pay at resignation apply only to those sick leave days accrued after July 1, 1982.
- C. Payment for the resignation and retirement benefit will be made in the fiscal year subsequent to the one in which the employee resigns or retires.
- D. Resignation or retirement, as referred to herein, shall mean termination of employment by action of the employee; such termination excludes resignation or retirement after a recommendation for dismissal or resignation or retirement after participation in a work stoppage, job action, or strike, in the absence of specific approval by the Board.
- E. The daily rate shall be computed by dividing the number of "working days" that year into the annual salary. "Normal retirement," as referred to herein, shall mean retirement under any retirement system established by the Legislature with either full or reduced benefits as provided by law, or mandatory retirement due to the attainment of the age of seventy years. "Normal retirement" shall not be interpreted to include disability retirement. "Years of service" shall mean creditable years of service under any retirement system of the State of Florida.

APPENDIX III

~~NON-INSTRUCTIONAL CLASSIFICATION PLAN AND POLICIES AND PAY SCHEDULES OF THE SCHOOL BOARD OF DADE COUNTY, FLORIDA~~

A. COVERAGE

All ~~non-instructional personnel employed by The School Board of Dade County, Florida~~, AFSCME bargaining unit positions shall be classified and paid according to the Non-Instructional Classification Plan, Policies, and Pay Schedules. ~~with the following exceptions~~

- ~~1. Administrative, supervisory and technical personnel who are classified and paid in accordance with the Unified Compensation and Classification Plan for Administrative, Supervisory and Technical Personnel;~~
- ~~2. Journeymen and foremen in building trades and related occupations who are paid in accordance with Salary Schedule H;~~
- ~~3. Temporary, substitute, and student positions and those positions for which special provisions are made as reflected on Salary Schedule I;~~

B. PROBATIONARY PERIOD

- ~~1. A probationary period of three (3) calendar months is required for an employee on initial appointment or promotion to a position covered by the Non-Instructional Classification Plan, Policies and Pay Schedules.~~

B. HIRING RATES

NORMAL HIRING RATES: The first step of each pay grade shall be considered the normal hiring rate for new full-time and temporary employees. ~~except those so designated by the Director of Non-Instructional Staffing as indicated in this Appendix~~ Under special circumstances, and with the approval of the Associate Superintendent for Personnel Management, an employee may be hired, or rehired, at a salary step higher than the first step of the pay grade for the position being filled. ~~(Custodians and Head Custodians normal hiring rate is step 3.)~~

REPLACEMENT HIRES: All replacement hires normally will be made at the same pay grade level as the employee being replaced, provided job demands, responsibilities, and work content remain essentially unchanged. Where the responsibility or work content of a job is to be revised, the department supervisor shall advise the Bureau of Personnel Management so that the position may be re-evaluated for possible reclassification.

INTERIM APPOINTMENTS: Employees working in an under-classified status may not be given an increase in salary until such time as they become fully qualified for the position they are filling. Failure to do

so within one year will result in the loss of the higher classification and it will be reduced to the level of the incumbent's attainment.

REHIRES: Former employees who are hired within two years after separation shall be placed on a step within the new pay grade determined by years of creditable service within the system. An employee who has been separated from the system for a period exceeding two years shall be treated as a new employee. A person may be rehired for a position in a different job family, but should be hired on the same basis as a new employee.

TEMPORARY, HOURLY AND SUBSTITUTE EMPLOYEES: Applicants hired for work on classified jobs shall be paid in the following manner ~~at the minimum appropriate hourly rate of the assigned pay grade for the work they perform~~, provided they meet the eligibility requirements for the position:

		Salary Schedule	Grade	Step
5727	Cafeteria Substitute	B-4	Grade 10	Step 1
5735	Substitute Lunchroom Aide	B-4	Grade 10	Step 1
8022	Substitute Bus Driver	B-4	Grade 23	Step 1
5605	Temporary, Hourly Custodian	B-4	Grade 10	Step 1

Such employees are not eligible for annual step increments. When an employee is hired on a temporary, hourly or substitute basis, a REQUEST FOR PERSONNEL ACTION (RPA) form must be initiated by the hiring department, stipulating the period of time for which the employee is to be hired, and the reason for the temporary hire. When temporary employment exceeds the estimated period, supervising administrators/department heads/principals are required to submit a memorandum to the Associate Superintendent for Personnel Management justifying the need for extension of such employment.

MINIMUM WAGE COMPLIANCE: The School Board will comply with prevailing federal minimum wage standards, in accordance with the requirements of the Fair Labor Standards Act and the U.S. Department of Labor's Rules, Regulations, and Interpretive Bulletins regarding the Act.

C. ADVANCEMENT WITHIN PAY GRADES

1. This section describes the method of using employee experience to determine placement on a salary schedule. Nothing herein shall be interpreted as entitling any employee to a raise or a specific salary. The value of a step or a schedule shall be set in negotiations. No employee shall be entitled to a compensation increase by application of this language. No employee's annual wage may be increased except by written and ratified negotiated agreements.

~~A.---1.---Effective July 1, 1983, for purposes of step conversion only, all employees who were on the B-5 or the U-5 salary schedule for 1982-83 will be assigned to the same step on~~

~~schedule pay grade 6 step 5 to B-4 salary schedule pay grade 7 step 5).~~

2. ~~Effective July 1, 1983, for purposes of step conversion only, all employees on the U-2 salary schedule for 1982-83 will be assigned to steps on the B-4 salary schedule as follows:~~

U-2	-----	3	-----	4	-----	5	-----	6	-----	7	-----	8	-----	9	-----	10	-----	11
B-4	-----	1	-----	2	-----	3	-----	4	-----	5	-----	6	-----	7	-----	8	-----	9

B. ~~Effective July 1, 1983, for purposes of pay grade conversion only, all employees who are on the U-5, U-2, or B-5 salary schedules for 1982-83 will be assigned to pay grades on the B-4 salary schedule for 1983-84 as follows:~~

FROM

TO

Salary Schedule	Pay Grade	Salary Schedule	Pay Grade
U-5	-----5-----	B-4	-----7-----
U-5	-----6-----	B-4	-----7-----
U-5	-----7-----	B-4	-----8-----

FROM

TO

Salary Schedule	Pay Grade	Salary Schedule	Pay Grade
U-2	-----8-----	B-4	-----10-----
U-2	-----11-----	B-4	-----14-----
U-2	-----13-----	B-4	-----15-----
U-2	-----15-----	B-4	-----18-----
U-2	-----16-----	B-4	-----19-----
<hr/>			
B-5	-----12-----	B-4	-----17-----
B-5	-----13-----	B-4	-----18-----

B-5	14	B-4	19
B-5	15	B-4	20
B-5	16	B-4	21
B-5	17	B-4	22
B-5	18	B-4	23
B-5	19	B-4	24
B-5	20	B-4	25
B-5	21	B-4	26
B-5	22	B-4	27
B-5	23	B-4	28
B-5	24	B-4	29

- E2. Full-time permanent employees will automatically advance one step each July until they reach the maximum of the pay grade to which they are assigned, provided their employment in a classified position commenced on or before March 31 of the current year.

~~D. Effective from July 1, 1983, each employee entitled to step advancement for 1983-84 shall, after the applicable salary step and pay grade conversions specified in sections A and B above, advance one (1) step within their pay grade on the 1983-84 salary schedule included in Appendix V1.~~

3. To be eligible for step advancement on July 1, an hourly a part-time permanent employee must have worked 600 or more hours during the previous fiscal year. Employees who worked 650 or more hours during the 1982-83 fiscal year shall be placed on Step 2 for 1983-84. Such employees will automatically advance one step each July until they reach the maximum of the pay grade to which they are assigned, provided their employment in a classified position commenced on or before March 31 of the current year.

D. TRANSFERS, PROMOTIONS, AND DEMOTIONS

All transfers, promotions, or demotions must be cleared and approved by the Director of Non-Instructional Staffing. Employees transferring to a new position must notify their present supervisor two weeks prior to the effective date of the transfer. Every effort should be made to report to the new position at the beginning of the new pay period.

TRANSFERS: When an employee is transferred or reassigned to a position in the same pay grade, he/she will receive no salary increase. ~~except as outlined in 4.a. above.~~

PROMOTIONS OR UPGRADES: When an employee is promoted or assigned to a position which is classified in a higher pay grade,

he/she shall be given an increase to the first step of the new salary range effective the start of the next pay period after Board approval. When his/her current salary is already in excess of the first step, he/she will be placed on that step of the new grade that provides at least the equivalent of one salary step increase. If his/her salary is equal to or above the maximum of the range from the position to which he/she is assigned, no change in salary shall be considered.

DEMOTIONS:

1. **Unsatisfactory Performance** - In the event an employee is demoted to a position in a lower pay grade as the result of inability to perform satisfactorily in the higher grade, or is re-assigned to a position in a lower pay grade at his/her own request, that employee shall be placed within the lower pay grade determined by the years of creditable service within the system. However, under no circumstances may an employee receive an increase in pay as a result of a demotion.
2. **Reclassification of Job to a Lower Pay Grade** - In the event a position is reclassified to a lower pay grade and the incumbent cannot be placed in a position of comparable pay grade, the individual's rate of pay shall remain the same unless the current rate of pay is above the maximum of the new pay grade in which instance the rate of pay shall be reduced to the maximum of the new pay grade.
3. **Transfer to a Lower Pay Grade in Lieu of Layoff** - In the event an employee is transferred to a position in a lower pay grade in lieu of layoff, the pay rate of the employee will be the rate step in the lower pay grade into which transferred corresponding to the rate step of the pay grade from which transferred.

E. ESTABLISHMENT OF NEW POSITIONS

All requests for the establishment of positions new to the bargaining unit ~~Non-Instructional Classification Plan~~ will be first written up on a position questionnaire and submitted to the Wage and Salary Administrator for evaluation and recommendation for pay grade assignment. All proposals to establish such new positions shall be submitted to the Union for its review and comment.

New positions so established will be audited after they have been functioning for a reasonable period of time to insure the correctness of the level of duties, responsibilities, and pay grade assignment.

F. RECLASSIFICATION OF POSITIONS AND PAY GRADE ADJUSTMENTS

1. Requests for evaluation of position classification may originate from employees or supervisory personnel and should be directed to the Bureau of Personnel Management. The processing of such a request shall not be delayed, deferred, or denied and shall not require the approval of the immediate supervisor or department head.

2. ~~Employees are further reminded that~~ Requests for reclassification to higher level positions cannot be considered unless the employee meets the minimum qualifications, including minimum standard test or licensing requirements.
3. Denied reclassification requests will not be reconsidered for a period of 12 months except under extraordinary circumstances, such as complete department reorganizations.
4. Salary increases upon upward reclassification shall be adjudicated in the same manner as salary increases for promotion.
5. The Bureau of Personnel Management may adjust the pay grade of a position in the bargaining unit to achieve a greater degree of equity in the grade relationships of positions in the bargaining unit. In the event the pay grade of a position is so adjusted, the employee's rate of pay shall remain the same unless the current salary is less than step one of the new grade, in which case the salary shall be adjusted to step one of the new grade. Prior to adjusting the grade of any position in the bargaining unit, the Union will be notified for its review and comment.

G. STANDARD WORK WEEK

The standard work week ~~have~~ has been established by The School Board of Dade County, Florida as follows:

40 hours - commencing immediately after midnight on Thursday and running for seven consecutive days ending on midnight the following Thursday.

48 hours - for all full-time service employees of the Lindsey Hopkins Hotel who are covered under the Fair Labor Standards Act.

H. SCHEDULED OVERTIME PAY

All full-time, non-instructional employees other than certain executive, administrative, and professional personnel are considered non-exempt employees.

Non-exempt employees are entitled to overtime pay at one and one-half their regular rate.

Overtime distribution lists shall be established to provide for distribution of available overtime as equitably as possible to qualified employees affected in their groups at the geographic work locations. Employees refusing overtime shall be charged with the number of overtime hours refused.

Employees charged with unauthorized absence in a given work week shall not be eligible for overtime for the remainder of that work week (including Saturday and Sunday). The overtime list shall be maintained and reviewed annually consistent with the work year. Employees on authorized absences shall not be denied overtime and shall retain their positions on the scheduled overtime distribution list.

I. EXTRA TIME PAY FOR SCHOOL BUS DRIVERS

1. Permanent school bus drivers shall be regularly scheduled to work more than 30 hours per week and shall be paid at their regular rate for all hours which they are required to work beyond their regular 27.5-hour weekly task assignment, up to an aggregate maximum of 40 hours per week. The weekly task assignment guarantee does not apply to summer school routes.
 - a) Substitute bus drivers not serving as replacements for regular drivers are excluded from the guaranteed weekly task assignment.
 - b) ~~Regular drivers who desire to work less than the guaranteed time may request a waiver to not work the guaranteed time, subject to the approval of the Director of Transportation.~~
 - eb) School Bus drivers who are assigned field trips shall be compensated for travel time from compound to compound.
 - dc) With the approval of the Director Coordinator of Transportation, a bus driver may be given a waiver of the requirement to make field trips.
 - ed) The ~~27.5-hours-per-week~~ regular weekly task assignment includes: assigned route time; allowance of 10 minutes for each refueling by compounded buses; allowance of one-half hour for each refueling by buses not compounded; and all clerical time. After attainment of ~~27.5-hours~~ the regular weekly task assignment during a week, the bus driver will be paid for breakdown time that exceeds one hour.
 - fe) After attainment of ~~27.5-hours~~ the regular weekly task assignment during a week, bus drivers will be paid for additional time acquired making field trips.

Extra time distribution lists shall be established to provide for distribution of available extra time as equitably as possible to qualified employees affected in their groups at the geographic work locations. Employees refusing extra time shall be charged with the number of extra time hours refused. The extra time list shall be maintained and reviewed annually consistent with the work year.

NOTE: ~~---The Classified Salary Schedule is based on 260 work days per year.---Should the actual days in the fiscal year vary from 260, the employee will be paid for actual days times his daily rate (due to the payroll being computerized, the daily rate will always be calculated by dividing the annual salary by 260).---Hourly, daily or bi-weekly rates for each pay grade and step shall be computed to a third decimal place which shall, in each case, be rounded off to the next higher penny.---Penny "breakage" will always be in favor of the employees in order to avoid any under-payments of stipulated annual salaries.~~

2. Field Trip Assignments - Field trip rotation assignments will be posted at each Transportation terminal.

- a) School bus drivers are required to make all assigned field trips. In cases of illness or emergencies that prevent a driver from making a trip, the bus driver will be responsible for notifying the Route Specialist verbally, followed by written confirmation. The Route Manager will approve or disapprove the bus driver's excuse for not accepting a trip.

Assignment of field trips will be made as follows:

- 1) First priority will be given bus drivers required to make up minimum basic route time.
 - 2) Second priority will be given to bus drivers voluntarily requesting field trips.
 - 3) Third priority will be the assignment of bus drivers to field trips as needed.
- b) The Route Manager at each terminal will be responsible for posting rosters of bus drivers in each of the above categories and indicating the field trips assigned. Each bus driver will be responsible for checking the roster and assuring that they are aware and available for the assignment or for prior notification of the Route Specialist of their non-availability.
- c) School bus drivers who are assigned field trips shall be compensated for travel time for from compound to compound.

J. SUMMER EMPLOYMENT FOR NON-INSTRUCTIONAL PERSONNEL REGULARLY EMPLOYED ON A LESS THAN TWELVE-MONTH BASIS

Non-instructional employees who regularly work on a ten-month or lesser basis, and who file applications for summer employment prior to the end of April shall, all things being equal, be given priority consideration on temporary summer job openings for which they qualify.

No guarantee can be made that every such applicant for summer assignment will be employed. Every effort shall, however, be made to offer work opportunities equitably, within the limits of geographic availability and the skills and abilities of applicants for summer employment.

Salaries for such additional summer employment shall be governed by salary schedules in effect for the position occupied during the period worked. Employees on temporary summer assignments will work the same hours and days as other employees at the work locations to which they are assigned.

Other than sick leave or military leave in accordance with Board policy, no leave of absence with pay will be approved.

K. FOOD SERVICE MANAGER CLASSIFICATIONS

1. Food Service Manager levels are based on a combination of education and meal participation factors plus completion of the Food Service Manager Intern Training Program as follows:

<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>EDUCATION*</u>	<u>MEAL PARTICIPATION**</u>
Food Service Manager I	15	H.S. + 6 Hrs. (See a2)	300 - 500
Food Service Manager II	17	H.S. + 12 Hrs.	501 - 850
Food Service Manager III	20	H.S. + 24 Hrs.	851 - 1200
Food Service Manager IV*	22	H.S. + 30 Hrs.	1201 - 1600
Food Service Manager V*	24	H.S. + 33 Hrs.	1601 - and up

~~*----Must have completed two years as a school Food Service Manager.~~

~~*----Food Service Managers who do not meet the new educational requirements above shall have until July 1, 1985 to meet such requirements and shall not be reduced in grade or step during that time period.~~

- a) Manager levels will be based on the current year's average meal participation determined as of the fall FTE count. Resultant changes in the manager levels will be effective as of the first pay period following the fall FTE count. Manager positions will be downgraded to the next lower level if the average meal participation decreases two participation levels.

~~**---Special food service course or equivalent, and completion of the Food Service Manager Intern Training Program.~~

** Schools with less than an a daily average of 300 meal participations with may be allocated a satellite assistant position.

~~b)---Optional qualification for Food Service Manager I:~~

~~Successful completion of the Food Service Manager Intern Training Program.~~

- b) Schools serving satellite operations will be allocated Food Service Manager positions at the level determined by the combined average meal participation of the regular school food service program and the satellite operation(s).

2. Increases or decreases in satellite operations which result in Food Service Manager levels changing will be effective beginning the first pay period following the effective date of the satellite operation change.

3. Where no previous history exists, such as a new school, or change in school day, the Department of Food Services will estimate the meal participation factor which will be used to

determine the level of Food Service Manager classification to be assigned to said school.

4. Food Service Managers who are unassigned or who are classified at a level above that authorized at the work location will be given priority consideration for assignment to any vacant position, for which they qualify, before being downgraded to a lower position.
5. Food Service Managers who have been downgraded due to decreases in average meal participation will be given priority consideration over new hires for positions that become vacant.
6. Food Service Managers and Satellite Assistants who receive official certification from the American School Food Service Association shall be entitled to a salary supplement in the amount of \$75. Such benefit shall not be retroactive, but is effective from the date which the Bureau of Personnel Management receives official documentation regarding such certification and shall be paid in a lump sum by June 30.

L. SPECIAL EVENTS PAY FOR SCHOOL FOOD SERVICE PERSONNEL

1. School food service employees assigned to activities not related to the regular operation of the school food service program shall be reimbursed at one and one-half their regular hourly rates of pay for work performed at such special functions.
2. Food Service Managers and Satellite Assistants at designated hurricane shelters shall receive an annual supplement of \$100 to be paid in a lump sum on or before December 1 to eligible employees who were in active employment from September through November. If required to open the kitchen due to a storm, Food Service Managers and Satellite Assistants shall receive an additional \$100 supplement, which will be provided over and above any payment by the American Red Cross.

M. RETIREMENT AND SOCIAL SECURITY

Unless specifically exempt under the Rules and Regulations, Florida Retirement System, all full-time/part-time personnel employed by The School Board of Dade County, Florida must participate in Social Security and the Florida Retirement Program.

N. OTHER BENEFITS

Car-Use-Allowance

Satellite assistants (Job Code 5728) who are required to use their personal vehicles for transporting DCPS food and supplies shall receive an annual car use allowance of \$300.

O. SALARY AND SALARY SCHEDULES

1. Effective July 1, 1985, the 1984-85 B-4 and U-3 Salary Schedules for 10-month and 12-month employees shall be increased by three percent and eligible employees in the AFSCME bargaining unit shall advance a step on the 1985-86 B-4 and U-3 Salary Schedules.
2. Effective July 1, 1986, the 1985-86 B-4 and U-3 Salary Schedules for 10-month and 12-month employees shall be increased by three percent and eligible employees in the AFSCME bargaining unit shall advance a step on the 1986-87 B-4 and U-3 Salary Schedules.
3. Negotiated salary schedules ~~shall be placed~~ are included in Appendix VI of this contract and in the Dade County Public Schools (DGPS) Salary Handbook.

APPENDIX IV

JOB FAMILIES

Each cluster below is a job family. The positions within a job family are listed in rank order.

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>
<u>MAINTENANCE FAMILIES</u>		
6069	Senior Fire Equipment Mechanic/Inspector*	21
6070	Fire Equipment Mechanic/Inspector*	18
6071	Fire Equipment Mechanic*	15
6160	Foreman-Equipment Repair*	29
6163	Lead Equipment Mechanic*	27
6161	Equipment Mechanic II*	25
6162	Equipment Mechanic I*	21
6172	Senior Mower Mechanic*	20
6170	Mower Mechanic II*	17
6171	Mower Mechanic I*	14
6342	Foreman-Window Shades & Upholstery	21
6341	Curtain & Shade Installer/Repairer*	16
6340	Curtain & Shade Worker	13
6410	Tool Repairer/Machinist*	18
6411	Small Tool Repairer*	14
6421	Maintenance Equipment Operator II	18
6422	Maintenance Equipment Operator I	15
6431	Foreman-Office Machine Repair*	29
6432	Office Machine Mechanic II*	25
6433	Office Machine Mechanic I*	22
6453	Foreman-Window Repair	22
6451	Window Repairer II*	18
6433 6450	Window Repairer I*	15
6460	Foreman-Furniture Repair & Refinishing	21
6461	Furniture Repairer II*	17
6462	Furniture Repairer I	13
6464	Laborer-Furniture Repair & Refinishing	10
7015	General Foreman-Grounds	23
7016	Foreman-General Labor	22
7025	Tractor-Mower Operator*	15
7009	Laborer-Heavy	12

*Tool Allowance Applicable

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>
7020	Fence Erector & Repairer*	18
7021	Assistant Playground Equipment Installer Erector and Repairer	15
6384	Lab Technician Material Tester	19
6381	Radio Dispatcher	15

OPERATIONS FAMILY

5660	Custodian Inspector	17
5612	Custodian, Head III	18
5611	Custodian, Head II	15
5610	Custodian, Head I	14
5600	Custodian	10

FOOD & NUTRITIONAL SERVICES FAMILY

5710	Food Service Manager V	24
5705	Food Service Manager IV	22
5702	Food Service Manager III	20
5701	Food Service Manager II	17
5700	Food Service Manager I	15
5715	Assistant to Food Service Manager	14
5728	Satellite Assistant	11
5708	Cook II	12
5709	Baker II	12
5703	Cook	11
5704	Baker	11

STORES AND MAIL DISTRIBUTION FAMILY

6377	Senior Foreman-Material Storage & Issue	21
6378	Foreman-Material Storage & Issue	19
6368	Foreman-Delivery Section	19
6390	Foreman-Receiving Section	19
6375	Foreman-Maintenance Stockroom	19
6391	Senior Receiving Clerk	16
6376	Inventory Audit Clerk	16
6369	Routing Clerk	16
6370	Senior Stock Clerk	16
6420	Driver-Delivery Truck	15
6371	Stock Clerk II	14
6392	Receiving Clerk	14
6372	Stock Clerk I	12

*Tool Allowance Applicable

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>
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MAIL DEPARTMENT FAMILY

6193	Foreman-Mail Service	20
6190	Mail Courier	15
6194	Senior Mail Clerk-LHEC Annex	14
6191	Senior Mail Clerk - S&D MD	12
6192	Mail Clerk	10

TRANSPORTATION FAMILY

6087	Foreman Auto Body Shop*	24	29
6088	Foreman Machine Shop Automotive/Maintenance*	24	29
6085	Vehicle Body Repairer - H Auto Paint/Body Worker	20	25
6086	Vehicle Body Repairer I	16	
6091	Upholstery Repairer-Motor Vehicles	16	
6275	School Bus Route Manager	23	
6276	School Bus Route Specialist	20	
5501	School Bus Driver	10	

POSITIONS IN BOTH MAINTENANCE AND TRANSPORTATION FAMILIES

6080	Foreman-Vehicle Service & Repair	29
6081	Leadman-Vehicle Repair*	27
6082	Vehicle Mechanic*	25
6079	Radiator Repair Mechanic*	25
6078	Tow-Truck Operator*	25
6083	Vehicle Service Mechanic*	23
6090	Tire Repair Mechanic*	22
6084	Vehicle Service Attendant	19
6092	Vehicle Maintenance Helper	8
6360	Foreman-Stockroom	22
6380	Senior Stock Clerk Transportation	18
6361	Parts Counter Attendant	14
6362	Assistant Parts Counter Attendant	13

MEDIA PROGRAMS - AUDIOVISUAL FAMILY

6291	Senior Film Technician	13
6290	Film Technician AV	11
6300	Audiovisual Systems Technician	23
6292	Audiovisual Technician	22
6296	Audiovisual Specialist	15
6298	Senior Audiovisual Reproduction Clerk	14
6295	Audiovisual Operator-Clerk	13
6299	Audiovisual Reproduction Clerk	12

*Tool Allowance Applicable

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>
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MEDIA PROGRAMS - RADIO SERVICES FAMILY

5322	Radio Announcer/Producer-Public Affairs	17
5321	Radio Announcer/Operator	16

MEDIA PROGRAMS - TV PRODUCTION/PROGRAMMING FAMILY

5304	Senior Animator	20
5340	Artist Illustrator-Educational Media	18
5306	Assistant Animation Producer	14
5307	Animation Production Assistant	12
5313	TV Production Technician IV	24
5312	TV Production Technician III	21
5311	TV Camera Operator Production Technician II	16 19
5310	TV Stage Manager Production Technician I	10 17
5308	TV Media Trainee	14
5309	TV Production Helper	7

MEDIA PROGRAMS - TV/RADIO ENGINEERING FAMILY

5330	Working Leader-Radio/TV Engineering	24
5331	Radio/TV Engineer II	23
5332	Radio/TV Engineer I	19
5315	TV Control Operator	18
5314	TV Master Switcher	18

LHEC-HOTEL FAMILY

6144	Chief Housekeeper	13
6143	Housekeeper	9
6145	Hotel Cleaning Attendant	9
6265	Parking Lot Attendant	8

LHEC-BUILDING OPERATIONS FAMILY

6053	Chief Elevator Operator/Starter	12
6052	Elevator Starter	9
6051	Assistant Elevator Starter	8
6050	Elevator Operator	7

TECHNICAL EDUCATION CENTERS FAMILY

6320	Restaurant Training Manager	22
5717	Chef-Restaurant Training	16
5721	Head Baker-Restaurant Training	16

OTHER

8011	Security-Guard	12
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APPENDIX V

TOOL ALLOWANCE

Section 1. Permanent and probationary employees in the job classifications footnoted in Appendix IV, who, as a condition of their employment, are required by the School Board to provide and maintain their own hand tools in accordance with required tool lists stipulated by both parties to be adequate to meet the needs of the individual trades, established and maintained by the School Board, will receive an annual monetary allowance equal to 16.6% of the agreed value of the list. The approved tool list and replacement prices shall be modified prior to the effective date of this agreement to reflect: (1) changes in the tool list due to changes of requirements and the state of the art; and (2) changes in replacement prices of the tools in the approved tool list. The allowance will be paid in one annual payment, based upon qualification and calculation as of the last working day of September.

Section 2. Employees hired or promoted during the period preceding the annual calculation will receive a prorated allowance, based upon full months of employment. A major portion of the work days in a month will be counted as a full month. Employees terminated for just cause will not receive an allowance for the period in which they are terminated. Employees who die, retire, or are laid off will receive a prorated allowance based upon their last date of employment.

Section 3. Each tool list shall include only those tools that are appropriate to the safe and efficient performance by the employee of the duties assigned within the job classification. Reasonable substitutions of tools shall be permitted with authorization by the Board. When changes are made in the list, or new tools are required by the Board, a reasonable period of time shall be allowed each employee to purchase the tools necessary for compliance with the tool list covering the job classification.

The Board shall make no requirements with respect to brand names or places of purchase of required tools; however, standards of quality and safety established by the bid specifications in the original acquisition by the Board must be maintained.

Section 4. All tools and tool boxes currently the property of the School Board that have been issued to employees in the designated classifications shall become the property of those employees to whom issued. In order to compensate the Board for the cost of these tools, the tool allowance as agreed to above shall not be paid for the first one year of this agreement, but shall become effective thereafter. During this period and thereafter, additions and replacements shall be the responsibility of the employee.

All new employees hired after the effective operation of this agreement shall be required to furnish their own hand tools, as per the approved hand tool lists, and shall be eligible for the allowance as described herein. In the event an employee is terminated before the Board is fully compensated for the value of tool supplies, the employee may elect either of two courses of action:

- A. Return the complete set of tools to the Board and forfeit entitlement to any allowance which may have accrued; or,
- B. Retain the complete set of tools and make suitable arrangements to complete the compensation to the Board prior to receipt of any terminal pay which might be due.

Should the employee leave without making an election, the Board, at its discretion may exercise choice 2 above, and make appropriate deductions from any monies otherwise owed to the employee.

Section 5. Any necessary tools or equipment not on an approved hand tool list shall be designated as "shop tools," and shall be furnished by the School Board. Such tools shall remain the property of the Board. In general, the term "shop tools" shall designate power-driven equipment, hand tools of a size not normally carried in a portable tool box, and meters, gauges, and similar test equipment. This definition shall be subject to interpretation by comparison with existing tool lists, the customs of the trade, and negotiations, when required.

Section 6. The School Board shall continue to provide current levels of security for storage of tools and tool boxes in School Board facilities during off-duty time. In the event of the theft of tools from proper storage, the employee shall file a loss claim with the Board's Risk Management Division or assigned carrier. Awards, settlements, and other decisions affecting the claim will be governed by the terms of the agreements or policies then in force. The employee shall be responsible for replacement of any items stolen during the normal work day when the employee is on duty (such times, for the purpose of this section, shall include meal and other break times), or at any time, as a result of personal negligence.

Section 7. Employees shall be entitled to remove any of their personally owned tools (including those that become their property due to the operation of this agreement) from their work site for off-duty use, subject to regulations detailing the method of such physical removal and other provisions of this agreement. A full set of tools, as listed, must be available for use on any regular work day or for use on any authorized overtime. Such availability shall be subject to Board verification upon demand, and subject to disciplinary action in accordance with Article XII if not maintained. If any employee chooses to add tools to those required, they must be itemized on the employee's official inventory on file at the work location with an appropriate valuation for personal insurance claims only. Loss of claims for any such tools not properly listed will be contested.

AFSCME SALARY SCHEDULE B4*

1985-86

Effective July 1, 1985

(10-Month)

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
07	ANNUAL	\$ 7,025	\$ 7,283	\$ 7,558	\$ 7,844	\$ 8,158	\$ 8,471	\$ 8,785	\$ 9,123	\$ 9,424	\$ 9,832	\$ 10,245
07	BI-WEEK	326.70	338.70	351.50	364.80	379.40	394.00	408.60	424.30	438.30	457.30	476.50
07	DAILY	32.67	33.87	35.15	36.48	37.94	39.40	40.86	42.43	43.83	45.73	47.65
07	HOURLY	4.09	4.24	4.40	4.56	4.75	4.93	5.11	5.31	5.48	5.72	5.96
07	O/VTIME	6.14	6.36	6.60	6.84	7.13	7.40	7.67	7.97	8.22	8.58	8.94
08	ANNUAL	\$ 7,283	\$ 7,558	\$ 7,844	\$ 8,158	\$ 8,471	\$ 8,785	\$ 9,123	\$ 9,424	\$ 9,832	\$ 10,245	\$ 10,662
08	BI-WEEK	338.70	351.50	364.80	379.40	394.00	408.60	424.30	438.30	457.30	476.50	495.90
08	DAILY	33.87	35.15	36.48	37.94	39.40	40.86	42.43	43.83	45.73	47.65	49.59
08	HOURLY	4.24	4.40	4.56	4.75	4.93	5.11	5.31	5.48	5.72	5.96	6.20
08	O/VTIME	6.36	6.60	6.84	7.13	7.40	7.67	7.97	8.22	8.58	8.94	9.30
09	ANNUAL	\$ 7,558	\$ 7,844	\$ 8,158	\$ 8,471	\$ 8,785	\$ 9,123	\$ 9,424	\$ 9,832	\$ 10,245	\$ 10,662	\$ 11,077
09	BI-WEEK	351.50	364.80	379.40	394.00	408.60	424.30	438.30	457.30	476.50	495.90	515.20
09	DAILY	35.15	36.48	37.94	39.40	40.86	42.43	43.83	45.73	47.65	49.59	51.52
09	HOURLY	4.40	4.56	4.75	4.93	5.11	5.31	5.48	5.72	5.96	6.20	6.44
09	O/VTIME	6.60	6.84	7.13	7.40	7.67	7.97	8.22	8.58	8.94	9.30	9.66
10	ANNUAL	\$ 7,844	\$ 8,158	\$ 8,471	\$ 8,785	\$ 9,123	\$ 9,424	\$ 9,832	\$ 10,245	\$ 10,662	\$ 11,077	\$ 11,578
10	BI-WEEK	364.80	379.40	394.00	408.60	424.30	438.30	457.30	476.50	495.90	515.20	538.50
10	DAILY	36.48	37.94	39.40	40.86	42.43	43.83	45.73	47.65	49.59	51.52	53.85
10	HOURLY	4.56	4.75	4.93	5.11	5.31	5.48	5.72	5.96	6.20	6.44	6.74
10	O/VTIME	6.84	7.13	7.40	7.67	7.97	8.22	8.58	8.94	9.30	9.66	10.11
11	ANNUAL	\$ 8,158	\$ 8,471	\$ 8,785	\$ 9,123	\$ 9,424	\$ 9,832	\$ 10,245	\$ 10,662	\$ 11,077	\$ 11,578	\$ 12,015
11	BI-WEEK	379.40	394.00	408.60	424.30	438.30	457.30	476.50	495.90	515.20	538.50	558.80
11	DAILY	37.94	39.40	40.86	42.43	43.83	45.73	47.65	49.59	51.52	53.85	55.88
11	HOURLY	4.75	4.93	5.11	5.31	5.48	5.72	5.96	6.20	6.44	6.74	6.99
11	O/VTIME	7.13	7.40	7.67	7.97	8.22	8.58	8.94	9.30	9.66	10.11	10.49
12	ANNUAL	\$ 8,471	\$ 8,785	\$ 9,123	\$ 9,424	\$ 9,832	\$ 10,245	\$ 10,662	\$ 11,077	\$ 11,578	\$ 12,015	\$ 12,552
12	BI-WEEK	394.00	408.60	424.30	438.30	457.30	476.50	495.90	515.20	538.50	558.80	583.80
12	DAILY	39.40	40.86	42.43	43.83	45.73	47.65	49.59	51.52	53.85	55.88	58.38
12	HOURLY	4.93	5.11	5.31	5.48	5.72	5.96	6.20	6.44	6.74	6.99	7.30
12	O/VTIME	7.40	7.67	7.97	8.22	8.58	8.94	9.30	9.66	10.11	10.49	10.95

*Scheduled annual salaries are based on 215 days. Employees with fewer days earn proportionately less (e.g. satellite assistants and assistants to food service managers @ 212 days; foodians @ 210 days; full-time food service employees @ 197 days; ar -time food service employees @ 186 days).

AFSCME SALARY SCHEDULE B4*

1985-86

**Effective July 1, 1985
(10-Month)**

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
13	ANNUAL	\$ 8,785	\$ 9,123	\$ 9,424	\$ 9,832	\$ 10,245	\$ 10,662	\$ 11,077	\$ 11,578	\$ 12,015	\$ 12,552	\$ 13,051
13	BI-WEEK	408.60	424.30	438.30	457.30	476.50	495.90	515.20	538.50	558.80	583.80	607.00
13	DAILY	40.86	42.43	43.83	45.73	47.65	49.59	51.52	53.85	55.88	58.38	60.70
13	HOURLY	5.11	5.31	5.48	5.72	5.96	6.20	6.44	6.74	6.99	7.30	7.59
13	O/VTIME	7.67	7.97	8.22	8.58	8.94	9.30	9.66	10.11	10.49	10.95	11.39
14	ANNUAL	\$ 9,123	\$ 9,424	\$ 9,832	\$ 10,245	\$ 10,662	\$ 11,077	\$ 11,578	\$ 12,015	\$ 12,552	\$ 13,051	\$ 13,748
14	BI-WEEK	424.30	438.30	457.30	476.50	495.90	515.20	538.50	558.80	583.80	607.00	639.40
14	DAILY	42.43	43.83	45.73	47.65	49.59	51.52	53.85	55.88	58.38	60.70	63.94
14	HOURLY	5.31	5.48	5.72	5.96	6.20	6.44	6.74	6.99	7.30	7.59	8.00
14	O/VTIME	7.97	8.22	8.58	8.94	9.30	9.66	10.11	10.49	10.95	11.39	12.00
15	ANNUAL	\$ 9,424	\$ 9,832	\$ 10,245	\$ 10,662	\$ 11,077	\$ 11,578	\$ 12,015	\$ 12,552	\$ 13,051	\$ 13,748	\$ 14,375
15	BI-WEEK	438.30	457.30	476.50	495.90	515.20	538.50	558.80	583.80	607.00	639.40	668.60
15	DAILY	43.83	45.73	47.65	49.59	51.52	53.85	55.88	58.38	60.70	63.94	66.86
15	HOURLY	5.48	5.72	5.96	6.20	6.44	6.74	6.99	7.30	7.59	8.00	8.36
15	O/VTIME	8.22	8.58	8.94	9.30	9.66	10.11	10.49	10.95	11.39	12.00	12.54
16	ANNUAL	\$ 9,832	\$ 10,245	\$ 10,662	\$ 11,077	\$ 11,578	\$ 12,015	\$ 12,552	\$ 13,051	\$ 13,748	\$ 14,375	\$ 15,055
16	BI-WEEK	457.30	476.50	495.90	515.20	538.50	558.80	583.80	607.00	639.40	668.60	700.20
16	DAILY	45.73	47.65	49.59	51.52	53.85	55.88	58.38	60.70	63.94	66.86	70.02
16	HOURLY	5.72	5.96	6.20	6.44	6.74	6.99	7.30	7.59	8.00	8.36	8.76
16	O/VTIME	8.58	8.94	9.30	9.66	10.11	10.49	10.95	11.39	12.00	12.54	13.14
17	ANNUAL	\$ 10,245	\$ 10,662	\$ 11,077	\$ 11,578	\$ 12,015	\$ 12,552	\$ 13,051	\$ 13,748	\$ 14,375	\$ 15,055	\$ 15,784
17	BI-WEEK	476.50	495.90	515.20	538.50	558.80	583.80	607.00	639.40	668.60	700.20	734.10
17	DAILY	47.65	49.59	51.52	53.85	55.88	58.38	60.70	63.94	66.86	70.02	73.41
17	HOURLY	5.96	6.20	6.44	6.74	6.99	7.30	7.59	8.00	8.36	8.76	9.18
17	O/VTIME	8.94	9.30	9.66	10.11	10.49	10.95	11.39	12.00	12.54	13.14	13.77
18	ANNUAL	\$ 10,662	\$ 11,077	\$ 11,578	\$ 12,015	\$ 12,552	\$ 13,051	\$ 13,748	\$ 14,375	\$ 15,055	\$ 15,784	\$ 16,517
18	BI-WEEK	495.90	515.20	538.50	558.80	583.80	607.00	639.40	668.60	700.20	734.10	768.20
18	DAILY	49.59	51.52	53.85	55.88	58.38	60.70	63.94	66.86	70.02	73.41	76.82
18	HOURLY	6.20	6.44	6.74	6.99	7.30	7.59	8.00	8.36	8.76	9.18	9.61
18	O/VTIME	9.30	9.66	10.11	10.49	10.95	11.39	12.00	12.54	13.14	13.77	14.42

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*Scheduled annual salaries are based on 215 days. Employees with fewer days earn proportionately less (e.g. satellite assistants and assistants to food service managers @ 212 days; custodians @ 210 days; full-time food service employees @ 197 days; and part-time food service employees @ 186 days).

AFSCME SALARY SCHEDULE B4*

1985-86

Effective July 1, 1985

(10-Month)

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
19	ANNUAL	\$ 11,077	\$ 11,578	\$ 12,015	\$ 12,552	\$ 13,051	\$ 13,748	\$ 14,375	\$ 15,055	\$ 15,784	\$ 16,517	\$ 17,299
19	BI-WEEK	515.20	538.50	558.80	583.80	607.00	639.40	668.60	700.20	734.10	768.20	804.60
19	DAILY	51.52	53.85	55.88	58.38	60.70	63.94	66.86	70.02	73.41	76.82	80.46
19	HOURLY	6.44	6.74	6.99	7.30	7.59	8.00	8.36	8.76	9.18	9.61	10.06
19	O/VTIME	9.66	10.11	10.49	10.95	11.39	12.00	12.54	13.14	13.77	14.42	15.09
20	ANNUAL	\$ 11,578	\$ 12,015	\$ 12,552	\$ 13,051	\$ 13,748	\$ 14,375	\$ 15,055	\$ 15,784	\$ 16,517	\$ 17,299	\$ 18,136
20	BI-WEEK	538.50	558.80	583.80	607.00	639.40	668.60	700.20	734.10	768.20	804.60	843.50
20	DAILY	53.85	55.88	58.38	60.70	63.94	66.86	70.02	73.41	76.82	80.46	84.35
20	HOURLY	6.74	6.99	7.30	7.59	8.00	8.36	8.76	9.18	9.61	10.06	10.55
20	O/VTIME	10.11	10.49	10.95	11.39	12.00	12.54	13.14	13.77	14.42	15.09	15.83
21	ANNUAL	\$ 12,015	\$ 12,552	\$ 13,051	\$ 13,748	\$ 14,375	\$ 15,055	\$ 15,784	\$ 16,517	\$ 17,299	\$ 18,136	\$ 18,998
21	BI-WEEK	558.80	583.80	607.00	639.40	668.60	700.20	734.10	768.20	804.60	843.50	883.60
21	DAILY	55.88	58.38	60.70	63.94	66.86	70.02	73.41	76.82	80.46	84.35	88.36
21	HOURLY	6.99	7.30	7.59	8.00	8.36	8.76	9.18	9.61	10.06	10.55	11.05
21	O/VTIME	10.49	10.95	11.39	12.00	12.54	13.14	13.77	14.42	15.09	15.83	16.58
22	ANNUAL	\$ 12,552	\$ 13,051	\$ 13,748	\$ 14,375	\$ 15,055	\$ 15,784	\$ 16,517	\$ 17,299	\$ 18,136	\$ 18,998	\$ 19,909
22	BI-WEEK	583.80	607.00	639.40	668.60	700.20	734.10	768.20	804.60	843.50	883.60	926.00
22	DAILY	58.38	60.70	63.94	66.86	70.02	73.41	76.82	80.46	84.35	88.36	92.60
22	HOURLY	7.30	7.59	8.00	8.36	8.76	9.18	9.61	10.06	10.55	11.05	11.58
22	O/VTIME	10.95	11.39	12.00	12.54	13.14	13.77	14.42	15.09	15.83	16.58	17.37
23	ANNUAL	\$ 13,051	\$ 13,748	\$ 14,375	\$ 15,055	\$ 15,784	\$ 16,517	\$ 17,299	\$ 18,136	\$ 18,998	\$ 19,909	\$ 20,886
23	BI-WEEK	607.00	639.40	668.60	700.20	734.10	768.20	804.60	843.50	883.60	926.00	971.40
23	DAILY	60.70	63.94	66.86	70.02	73.41	76.82	80.46	84.35	88.36	92.60	97.14
23	HOURLY	7.59	8.00	8.36	8.76	9.18	9.61	10.06	10.55	11.05	11.58	12.15
23	O/VTIME	11.39	12.00	12.54	13.14	13.77	14.42	15.09	15.83	16.58	17.37	18.23
24	ANNUAL	\$ 13,748	\$ 14,375	\$ 15,055	\$ 15,784	\$ 16,517	\$ 17,299	\$ 18,136	\$ 18,998	\$ 19,909	\$ 20,886	\$ 21,911
24	BI-WEEK	639.40	668.60	700.20	734.10	768.20	804.60	843.50	883.60	926.00	971.40	1,019.10
24	DAILY	63.94	66.86	70.02	73.41	76.82	80.46	84.35	88.36	92.60	97.14	101.91
24	HOURLY	8.00	8.36	8.76	9.18	9.61	10.06	10.55	11.05	11.58	12.15	12.74
24	O/VTIME	12.00	12.54	13.14	13.77	14.42	15.09	15.83	16.58	17.37	18.23	19.11

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*Scheduled annual salaries are based on 215 days. Employees with fewer days earn proportionately less (e.g. satellite assistants and assistants to food service managers @ 212 days; Indians @ 210 days; full-time food service emp' @ 197 days; an time food service employees @ 186 days).

AFSCME SALARY SCHEDULE B4*

1985-86

Effective July 1, 1985

(10-Month)

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
25	ANNUAL	\$ 14,375	\$ 15,055	\$ 15,784	\$ 16,517	\$ 17,299	\$ 18,136	\$ 18,998	\$ 19,909	\$ 20,886	\$ 21,911	\$ 22,898
25	BI-WEEK	668.60	700.20	734.10	768.20	804.60	843.50	883.60	926.00	971.40	1,019.10	1,065.00
25	DAILY	66.86	70.02	73.41	76.82	80.46	84.35	88.36	92.60	97.14	101.91	106.50
25	HOURLY	8.36	8.76	9.18	9.61	10.06	10.55	11.05	11.58	12.15	12.74	13.32
25	O/VTIME	12.54	13.14	13.77	14.42	15.09	15.83	16.58	17.37	18.23	19.11	19.98
26	ANNUAL	\$ 15,055	\$ 15,784	\$ 16,517	\$ 17,299	\$ 18,136	\$ 18,998	\$ 19,909	\$ 20,886	\$ 21,911	\$ 22,898	\$ 23,928
26	BI-WEEK	700.20	734.10	768.20	804.60	843.50	883.60	926.00	971.40	1,019.10	1,065.00	1,112.90
26	DAILY	70.02	73.41	76.82	80.46	84.35	88.36	92.60	97.14	101.91	106.50	111.29
26	HOURLY	8.76	9.18	9.61	10.06	10.55	11.05	11.58	12.15	12.74	13.32	13.92
26	O/VTIME	13.14	13.77	14.42	15.09	15.83	16.58	17.37	18.23	19.11	19.98	20.88
27	ANNUAL	\$ 15,784	\$ 16,517	\$ 17,299	\$ 18,136	\$ 18,998	\$ 19,909	\$ 20,886	\$ 21,911	\$ 22,898	\$ 23,928	\$ 25,003
27	BI-WEEK	734.10	768.20	804.60	843.50	883.60	926.00	971.40	1,019.10	1,065.00	1,112.90	1,162.90
27	DAILY	73.41	76.82	80.46	84.35	88.36	92.60	97.14	101.91	106.50	111.29	116.29
27	HOURLY	9.18	9.61	10.06	10.55	11.05	11.58	12.15	12.74	13.32	13.92	14.54
27	O/VTIME	13.77	14.42	15.09	15.83	16.58	17.37	18.23	19.11	19.98	20.88	21.81
28	ANNUAL	\$ 16,517	\$ 17,299	\$ 18,136	\$ 18,998	\$ 19,909	\$ 20,886	\$ 21,911	\$ 22,898	\$ 23,928	\$ 25,003	\$ 26,129
28	BI-WEEK	768.20	804.60	843.50	883.60	926.00	971.40	1,019.10	1,065.00	1,112.90	1,162.90	1,215.30
28	DAILY	76.82	80.46	84.35	88.36	92.60	97.14	101.91	106.50	111.29	116.29	121.53
28	HOURLY	9.61	10.06	10.55	11.05	11.58	12.15	12.74	13.32	13.92	14.54	15.20
28	O/VTIME	14.42	15.09	15.83	16.58	17.37	18.23	19.11	19.98	20.88	21.81	22.80
29	ANNUAL	\$ 17,299	\$ 18,136	\$ 18,998	\$ 19,909	\$ 20,886	\$ 21,911	\$ 22,898	\$ 23,928	\$ 25,003	\$ 26,129	\$ 27,303
29	BI-WEEK	804.60	843.50	883.60	926.00	971.40	1,019.10	1,065.00	1,112.90	1,162.90	1,215.30	1,269.90
29	DAILY	80.46	84.35	88.36	92.60	97.14	101.91	106.50	111.29	116.29	121.53	126.99
29	HOURLY	10.06	10.55	11.05	11.58	12.15	12.74	13.32	13.92	14.54	15.20	15.88
29	O/VTIME	15.09	15.83	16.58	17.37	18.23	19.11	19.98	20.88	21.81	22.80	23.82

*Scheduled annual salaries are based on 215 days. Employees with fewer days earn proportionately less (e.g. satellite assistants and assistants to food service managers @ 212 days; custodians @ 210 days; full-time food service employees @ 197 days; and part-time food service employees @ 186 days).

AFSCME SALARY SCHEDULE B4*

1985-86

Effective July 1, 1985

(12-Month)

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
07	ANNUAL	\$ 8,493	\$ 8,805	\$ 9,138	\$ 9,484	\$ 9,863	\$ 10,243	\$ 10,623	\$ 11,031	\$ 11,395	\$ 11,888	\$ 12,388
07	BI-WEEK	326.70	338.70	351.50	364.80	379.40	394.00	408.60	424.30	438.30	457.30	476.50
07	DAILY	32.67	33.87	35.15	36.48	37.94	39.40	40.86	42.43	43.83	45.73	47.65
07	HOURLY	4.09	4.24	4.40	4.56	4.75	4.93	5.11	5.31	5.48	5.72	5.96
07	O/VTIME	6.14	6.36	6.60	6.84	7.13	7.40	7.67	7.97	8.22	8.58	8.94
08	ANNUAL	\$ 8,805	\$ 9,138	\$ 9,484	\$ 9,863	\$ 10,243	\$ 10,623	\$ 11,031	\$ 11,395	\$ 11,888	\$ 12,388	\$ 12,891
08	BI-WEEK	338.70	351.50	364.80	379.40	394.00	408.60	424.30	438.30	457.30	476.50	495.90
08	DAILY	33.87	35.15	36.48	37.94	39.40	40.86	42.43	43.83	45.73	47.65	49.59
08	HOURLY	4.24	4.40	4.56	4.75	4.93	5.11	5.31	5.48	5.72	5.96	6.20
08	O/VTIME	6.36	6.60	6.84	7.13	7.40	7.67	7.97	8.22	8.58	8.94	9.30
09	ANNUAL	\$ 9,138	\$ 9,484	\$ 9,863	\$ 10,243	\$ 10,623	\$ 11,031	\$ 11,395	\$ 11,888	\$ 12,388	\$ 12,891	\$ 13,395
09	BI-WEEK	351.50	364.80	379.40	394.00	408.60	424.30	438.30	457.30	476.50	495.90	515.20
09	DAILY	35.15	36.48	37.94	39.40	40.86	42.43	43.83	45.73	47.65	49.59	51.52
09	HOURLY	4.40	4.56	4.75	4.93	5.11	5.31	5.48	5.72	5.96	6.20	6.44
09	O/VTIME	6.60	6.84	7.13	7.40	7.67	7.97	8.22	8.58	8.94	9.30	9.66
10	ANNUAL	\$ 9,484	\$ 9,863	\$ 10,243	\$ 10,623	\$ 11,031	\$ 11,395	\$ 11,888	\$ 12,388	\$ 12,891	\$ 13,395	\$ 14,000
10	BI-WEEK	364.80	379.40	394.00	408.60	424.30	438.30	457.30	476.50	495.90	515.20	538.50
10	DAILY	36.48	37.94	39.40	40.86	42.43	43.83	45.73	47.65	49.59	51.52	53.85
10	HOURLY	4.56	4.75	4.93	5.11	5.31	5.48	5.72	5.96	6.20	6.44	6.74
10	O/VTIME	6.84	7.13	7.40	7.67	7.97	8.22	8.58	8.94	9.30	9.66	10.11
11	ANNUAL	\$ 9,863	\$ 10,243	\$ 10,623	\$ 11,031	\$ 11,395	\$ 11,888	\$ 12,388	\$ 12,891	\$ 13,395	\$ 14,000	\$ 14,527
11	BI-WEEK	379.40	394.00	408.60	424.30	438.30	457.30	476.50	495.90	515.20	538.50	558.80
11	DAILY	37.94	39.40	40.86	42.43	43.83	45.73	47.65	49.59	51.52	53.85	55.88
11	HOURLY	4.75	4.93	5.11	5.31	5.48	5.72	5.96	6.20	6.44	6.74	6.99
11	O/VTIME	7.13	7.40	7.67	7.97	8.22	8.58	8.94	9.30	9.66	10.11	10.49
12	ANNUAL	\$ 10,243	\$ 10,623	\$ 11,031	\$ 11,395	\$ 11,888	\$ 12,388	\$ 12,891	\$ 13,395	\$ 14,000	\$ 14,527	\$ 15,178
12	BI-WEEK	394.00	408.60	424.30	438.30	457.30	476.50	495.90	515.20	538.50	558.80	583.80
12	DAILY	39.40	40.86	42.43	43.83	45.73	47.65	49.59	51.52	53.85	55.88	58.38
12	HOURLY	4.93	5.11	5.31	5.48	5.72	5.96	6.20	6.44	6.74	6.99	7.30
12	O/VTIME	7.40	7.67	7.97	8.22	8.58	8.94	9.30	9.66	10.11	10.49	10.95

*Scheduled annual salaries are based on 260 days. Employees with fewer days earn proportionately less.

AFSCME SALARY SCHEDULE B4*

1985-86

Effective July 1, 1985

(12-Month)

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
13	ANNUAL	\$ 10,623	\$ 11,031	\$ 11,395	\$ 11,888	\$ 12,388	\$ 12,891	\$ 13,395	\$ 14,000	\$ 14,527	\$ 15,178	\$ 15,781
13	BI-WEEK	408.60	424.30	438.30	457.30	476.50	495.90	515.20	538.50	558.80	583.80	607.00
13	DAILY	40.86	42.43	43.83	45.73	47.65	49.59	51.52	53.85	55.88	58.38	60.70
13	HOURLY	5.11	5.31	5.48	5.72	5.96	6.20	6.44	6.74	6.99	7.30	7.59
13	O/VTIME	7.67	7.97	8.22	8.58	8.94	9.30	9.66	10.11	10.49	10.95	11.39
14	ANNUAL	\$ 11,031	\$ 11,395	\$ 11,888	\$ 12,388	\$ 12,891	\$ 13,395	\$ 14,000	\$ 14,527	\$ 15,178	\$ 15,781	\$ 16,624
14	BI-WEEK	424.30	438.30	457.30	476.50	495.90	515.20	538.50	558.80	583.80	607.00	639.40
14	DAILY	42.43	43.83	45.73	47.65	49.59	51.52	53.85	55.88	58.38	60.70	63.94
14	HOURLY	5.31	5.48	5.72	5.96	6.20	6.44	6.74	6.99	7.30	7.59	8.00
14	O/VTIME	7.97	8.22	8.58	8.94	9.30	9.66	10.11	10.49	10.95	11.39	12.00
15	ANNUAL	\$ 11,395	\$ 11,888	\$ 12,388	\$ 12,891	\$ 13,395	\$ 14,000	\$ 14,527	\$ 15,178	\$ 15,781	\$ 16,624	\$ 17,383
15	BI-WEEK	438.30	457.30	476.50	495.90	515.20	538.50	558.80	583.80	607.00	639.40	668.60
15	DAILY	43.83	45.73	47.65	49.59	51.52	53.85	55.88	58.38	60.70	63.94	66.86
15	HOURLY	5.48	5.72	5.96	6.20	6.44	6.74	6.99	7.30	7.59	8.00	8.36
15	O/VTIME	8.22	8.58	8.94	9.30	9.66	10.11	10.49	10.95	11.39	12.00	12.54
16	ANNUAL	\$ 11,888	\$ 12,388	\$ 12,891	\$ 13,395	\$ 14,000	\$ 14,527	\$ 15,178	\$ 15,781	\$ 16,624	\$ 17,383	\$ 18,203
16	BI-WEEK	457.30	476.50	495.90	515.20	538.50	558.80	583.80	607.00	639.40	668.60	700.20
16	DAILY	45.73	47.65	49.59	51.52	53.85	55.88	58.38	60.70	63.94	66.86	70.02
16	HOURLY	5.72	5.96	6.20	6.44	6.74	6.99	7.30	7.59	8.00	8.36	8.76
16	O/VTIME	8.58	8.94	9.30	9.66	10.11	10.49	10.95	11.39	12.00	12.54	13.14
17	ANNUAL	\$ 12,388	\$ 12,891	\$ 13,395	\$ 14,000	\$ 14,527	\$ 15,178	\$ 15,781	\$ 16,624	\$ 17,383	\$ 18,203	\$ 19,085
17	BI-WEEK	476.50	495.90	515.20	538.50	558.80	583.80	607.00	639.40	668.60	700.20	734.10
17	DAILY	47.65	49.59	51.52	53.85	55.88	58.38	60.70	63.94	66.86	70.02	73.41
17	HOURLY	5.96	6.20	6.44	6.74	6.99	7.30	7.59	8.00	8.36	8.76	9.18
17	O/VTIME	8.94	9.30	9.66	10.11	10.49	10.95	11.39	12.00	12.54	13.14	13.77
18	ANNUAL	\$ 12,891	\$ 13,395	\$ 14,000	\$ 14,527	\$ 15,178	\$ 15,781	\$ 16,624	\$ 17,383	\$ 18,203	\$ 19,085	\$ 19,971
18	BI-WEEK	495.90	515.20	538.50	558.80	583.80	607.00	639.40	668.60	700.20	734.10	768.20
18	DAILY	49.59	51.52	53.85	55.88	58.38	60.70	63.94	66.86	70.02	73.41	76.82
18	HOURLY	6.20	6.44	6.74	6.99	7.30	7.59	8.00	8.36	8.76	9.18	9.61
18	O/VTIME	9.30	9.66	10.11	10.49	10.95	11.39	12.00	12.54	13.14	13.77	14.42

*Scheduled annual salaries are based on 260 days. Employees with fewer days earn proportionately less.

AFSCME SALARY SCHEDULE B4*

1985-86

Effective July 1, 1985

(12-Month)

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
19	ANNUAL	\$ 13,395	\$ 14,000	\$ 14,527	\$ 15,178	\$ 15,781	\$ 16,624	\$ 17,383	\$ 18,203	\$ 19,085	\$ 19,971	\$ 20,918
19	BI-WEEK	515.20	538.50	558.80	583.80	607.00	639.40	668.60	700.20	734.10	768.20	804.60
19	DAILY	51.52	53.85	55.88	58.38	60.70	63.94	66.86	70.02	73.41	76.82	80.46
19	HOURLY	6.44	6.74	6.99	7.30	7.59	8.00	8.36	8.76	9.18	9.61	10.06
19	O/VTIME	9.66	10.11	10.49	10.95	11.39	12.00	12.54	13.14	13.77	14.42	15.09
20	ANNUAL	\$ 14,000	\$ 14,527	\$ 15,178	\$ 15,781	\$ 16,624	\$ 17,383	\$ 18,203	\$ 19,085	\$ 19,971	\$ 20,918	\$ 21,929
20	BI-WEEK	538.50	558.80	583.80	607.00	639.40	668.60	700.20	734.10	768.20	804.60	843.50
20	DAILY	53.85	55.88	58.38	60.70	63.94	66.86	70.02	73.41	76.82	80.46	84.35
20	HOURLY	6.74	6.99	7.30	7.59	8.00	8.36	8.76	9.18	9.61	10.06	10.55
20	O/VTIME	10.11	10.49	10.95	11.39	12.00	12.54	13.14	13.77	14.42	15.09	15.83
21	ANNUAL	\$ 14,527	\$ 15,178	\$ 15,781	\$ 16,624	\$ 17,383	\$ 18,203	\$ 19,085	\$ 19,971	\$ 20,918	\$ 21,929	\$ 22,972
21	BI-WEEK	558.80	583.80	607.00	639.40	668.60	700.20	734.10	768.20	804.60	843.50	883.60
21	DAILY	55.88	58.38	60.70	63.94	66.86	70.02	73.41	76.82	80.46	84.35	88.36
21	HOURLY	6.99	7.30	7.59	8.00	8.36	8.76	9.18	9.61	10.06	10.55	11.05
21	O/VTIME	10.49	10.95	11.39	12.00	12.54	13.14	13.77	14.42	15.09	15.83	16.58
22	ANNUAL	\$ 15,178	\$ 15,781	\$ 16,624	\$ 17,383	\$ 18,203	\$ 19,085	\$ 19,971	\$ 20,918	\$ 21,929	\$ 22,972	\$ 24,076
22	BI-WEEK	583.80	607.00	639.40	668.60	700.20	734.10	768.20	804.60	843.50	883.60	926.00
22	DAILY	58.38	60.70	63.94	66.86	70.02	73.41	76.82	80.46	84.35	88.36	92.60
22	HOURLY	7.30	7.59	8.00	8.36	8.76	9.18	9.61	10.06	10.55	11.05	11.58
22	O/VTIME	10.95	11.39	12.00	12.54	13.14	13.77	14.42	15.09	15.83	16.58	17.37
23	ANNUAL	\$ 15,781	\$ 16,624	\$ 17,383	\$ 18,203	\$ 19,085	\$ 19,971	\$ 20,918	\$ 21,929	\$ 22,972	\$ 24,076	\$ 25,255
23	BI-WEEK	607.00	639.40	668.60	700.20	734.10	768.20	804.60	843.50	883.60	926.00	971.40
23	DAILY	60.70	63.94	66.86	70.02	73.41	76.82	80.46	84.35	88.36	92.60	97.14
23	HOURLY	7.59	8.00	8.36	8.76	9.18	9.61	10.06	10.55	11.05	11.58	12.15
23	O/VTIME	11.39	12.00	12.54	13.14	13.77	14.42	15.09	15.83	16.58	17.37	18.23
24	ANNUAL	\$ 16,624	\$ 17,383	\$ 18,203	\$ 19,085	\$ 19,971	\$ 20,918	\$ 21,929	\$ 22,972	\$ 24,076	\$ 25,255	\$ 26,496
24	BI-WEEK	639.40	668.60	700.20	734.10	768.20	804.60	843.50	883.60	926.00	971.40	1,019.10
24	DAILY	63.94	66.86	70.02	73.41	76.82	80.46	84.35	88.36	92.60	97.14	101.91
24	HOURLY	8.00	8.36	8.76	9.18	9.61	10.06	10.55	11.05	11.58	12.15	12.74
24	O/VTIME	12.00	12.54	13.14	13.77	14.42	15.09	15.83	16.58	17.37	18.23	19.11

*Scheduled annual salaries are based on 260 days. Employees with fewer days earn proportionately less.

AFSCME SALARY SCHEDULE B4*

1985-86

Effective July 1, 1985
(12-Month)

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
25	ANNUAL	\$ 17,383	\$ 18,203	\$ 19,085	\$ 19,971	\$ 20,918	\$ 21,929	\$ 22,972	\$ 24,076	\$ 25,255	\$ 26,496	\$ 27,688
25	BI-WEEK	668.60	700.20	734.10	768.20	804.60	843.50	883.60	926.00	971.40	1,019.10	1,065.00
25	DAILY	66.86	70.02	73.41	76.82	80.46	84.35	88.36	92.60	97.14	101.91	106.50
25	HOURLY	8.36	8.76	9.18	9.61	10.06	10.55	11.05	11.58	12.15	12.74	13.32
25	O/VTIME	12.54	13.14	13.77	14.42	15.09	15.83	16.58	17.37	18.23	19.11	19.98
26	ANNUAL	\$ 18,203	\$ 19,085	\$ 19,971	\$ 20,918	\$ 21,929	\$ 22,972	\$ 24,076	\$ 25,255	\$ 26,496	\$ 27,688	\$ 28,933
26	BI-WEEK	700.20	734.10	768.20	804.60	843.50	883.60	926.00	971.40	1,019.10	1,065.00	1,112.90
26	DAILY	70.02	73.41	76.82	80.46	84.35	88.36	92.60	97.14	101.91	106.50	111.29
26	HOURLY	8.76	9.18	9.61	10.06	10.55	11.05	11.58	12.15	12.74	13.32	13.92
26	O/VTIME	13.14	13.77	14.42	15.09	15.83	16.58	17.37	18.23	19.11	19.98	20.88
27	ANNUAL	\$ 19,085	\$ 19,971	\$ 20,918	\$ 21,929	\$ 22,972	\$ 24,076	\$ 25,255	\$ 26,496	\$ 27,688	\$ 28,933	\$ 30,235
27	BI-WEEK	734.10	768.20	804.60	843.50	883.60	926.00	971.40	1,019.10	1,065.00	1,112.90	1,162.90
27	DAILY	73.41	76.82	80.46	84.35	88.36	92.60	97.14	101.91	106.50	111.29	116.29
27	HOURLY	9.18	9.61	10.06	10.55	11.05	11.58	12.15	12.74	13.32	13.92	14.54
27	O/VTIME	13.77	14.42	15.09	15.83	16.58	17.37	18.23	19.11	19.98	20.88	21.81
28	ANNUAL	\$ 19,971	\$ 20,918	\$ 21,929	\$ 22,972	\$ 24,076	\$ 25,255	\$ 26,496	\$ 27,688	\$ 28,933	\$ 30,235	\$ 31,597
28	BI-WEEK	768.20	804.60	843.50	883.60	926.00	971.40	1,019.10	1,065.00	1,112.90	1,162.90	1,215.30
28	DAILY	76.82	80.46	84.35	88.36	92.60	97.14	101.91	106.50	111.29	116.29	121.53
28	HOURLY	9.61	10.06	10.55	11.05	11.58	12.15	12.74	13.32	13.92	14.54	15.20
28	O/VTIME	14.42	15.09	15.83	16.58	17.37	18.23	19.11	19.98	20.88	21.81	22.80
29	ANNUAL	\$ 20,918	\$ 21,929	\$ 22,972	\$ 24,076	\$ 25,255	\$ 26,496	\$ 27,688	\$ 28,933	\$ 30,235	\$ 31,597	\$ 33,017
29	BI-WEEK	804.60	843.50	883.60	926.00	971.40	1,019.10	1,065.00	1,112.90	1,162.90	1,215.30	1,269.90
29	DAILY	80.46	84.35	88.36	92.60	97.14	101.91	106.50	111.29	116.29	121.53	126.99
29	HOURLY	10.06	10.55	11.05	11.58	12.15	12.74	13.32	13.92	14.54	15.20	15.88
29	O/VTIME	15.09	15.83	16.58	17.37	18.23	19.11	19.98	20.88	21.81	22.80	23.82

*Scheduled annual salaries are based on 260 days. Employees with fewer days earn proportionately less.

AFSCME Bus Driver Salary Schedule U3*

**1985-86
Effective July 1, 1985**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Occupational Code - 5501				Regular FullTime Bus Drivers							
1 ANNUAL	\$ 8,982	\$ 9,264	\$ 9,533	\$ 9,845	\$10,157	\$10,499	\$10,873	\$11,245	\$11,632	\$12,034	\$12,436
1 BIWEEKLY	470.30	485.10	499.20	515.50	531.80	549.70	569.30	588.80	609.10	630.10	651.10
1 DAILY	47.03	48.51	49.92	51.55	53.18	54.97	56.93	58.88	60.91	63.01	65.11
1 HOURLY	6.72	6.93	7.14	7.37	7.60	7.86	8.14	8.42	8.71	9.01	9.31
1 OVERTIME	10.08	10.40	10.71	11.06	11.40	11.79	12.21	12.63	13.07	13.52	13.97

*Scheduled annual, biweekly, and daily rates are based on a seven hour workday for 191 days. Actual rates will be based on individual work schedule, and employees who are scheduled for fewer work days earn proportionately less.

AFSCME SALARY SCHEDULE B4*

1986-87

**Effective July 1, 1986
(10-Month)**

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
07	ANNUAL	\$ 7,235	\$ 7,502	\$ 7,786	\$ 8,080	\$ 8,403	\$ 8,727	\$ 9,050	\$ 9,396	\$ 9,708	\$ 10,127	\$ 10,553
07	BI-WEEK	336.50	348.90	362.10	375.80	390.80	405.90	420.90	437.00	451.50	471.00	490.80
07	DAILY	33.65	34.89	36.21	37.58	39.08	40.59	42.09	43.70	45.15	47.10	49.08
07	HOURLY	4.21	4.37	4.53	4.70	4.89	5.08	5.27	5.47	5.65	5.89	6.14
07	O/VTIME	6.32	6.56	6.80	7.05	7.34	7.62	7.91	8.21	8.48	8.84	9.21
08	ANNUAL	\$ 7,502	\$ 7,786	\$ 8,080	\$ 8,403	\$ 8,727	\$ 9,050	\$ 9,396	\$ 9,708	\$ 10,127	\$ 10,553	\$ 10,981
08	BI-WEEK	348.90	362.10	375.80	390.80	405.90	420.90	437.00	451.50	471.00	490.80	510.70
08	DAILY	34.89	36.21	37.58	39.08	40.59	42.09	43.70	45.15	47.10	49.08	51.07
08	HOURLY	4.37	4.53	4.70	4.89	5.08	5.27	5.47	5.65	5.89	6.14	6.39
08	O/VTIME	6.56	6.80	7.05	7.34	7.62	7.91	8.21	8.48	8.84	9.21	9.59
09	ANNUAL	\$ 7,786	\$ 8,080	\$ 8,403	\$ 8,727	\$ 9,050	\$ 9,396	\$ 9,708	\$ 10,127	\$ 10,553	\$ 10,981	\$ 11,411
09	BI-WEEK	362.10	375.80	390.80	405.90	420.90	437.00	451.50	471.00	490.80	510.70	530.70
09	DAILY	36.21	37.58	39.08	40.59	42.09	43.70	45.15	47.10	49.08	51.07	53.07
09	HOURLY	4.53	4.70	4.89	5.08	5.27	5.47	5.65	5.89	6.14	6.39	6.64
09	O/VTIME	6.80	7.05	7.34	7.62	7.91	8.21	8.48	8.84	9.21	9.59	9.96
10	ANNUAL	\$ 8,080	\$ 8,403	\$ 8,727	\$ 9,050	\$ 9,396	\$ 9,708	\$ 10,127	\$ 10,553	\$ 10,981	\$ 11,411	\$ 11,927
10	BI-WEEK	375.80	390.80	405.90	420.90	437.00	451.50	471.00	490.80	510.70	530.70	554.70
10	DAILY	37.58	39.08	40.59	42.09	43.70	45.15	47.10	49.08	51.07	53.07	55.47
10	HOURLY	4.70	4.89	5.08	5.27	5.47	5.65	5.89	6.14	6.39	6.64	6.94
10	O/VTIME	7.05	7.34	7.62	7.91	8.21	8.48	8.84	9.21	9.59	9.96	10.41
11	ANNUAL	\$ 8,403	\$ 8,727	\$ 9,050	\$ 9,396	\$ 9,708	\$ 10,127	\$ 10,553	\$ 10,981	\$ 11,411	\$ 11,927	\$ 12,374
11	BI-WEEK	390.80	405.90	420.90	437.00	451.50	471.00	490.80	510.70	530.70	554.70	575.50
11	DAILY	39.08	40.59	42.09	43.70	45.15	47.10	49.08	51.07	53.07	55.47	57.55
11	HOURLY	4.89	5.08	5.27	5.47	5.65	5.89	6.14	6.39	6.64	6.94	7.20
11	O/VTIME	7.34	7.62	7.91	8.21	8.48	8.84	9.21	9.59	9.96	10.41	10.80
12	ANNUAL	\$ 8,727	\$ 9,050	\$ 9,396	\$ 9,708	\$ 10,127	\$ 10,553	\$ 10,981	\$ 11,411	\$ 11,927	\$ 12,374	\$ 12,931
12	BI-WEEK	405.90	420.90	437.00	451.50	471.00	490.80	510.70	530.70	554.70	575.50	601.40
12	DAILY	40.59	42.09	43.70	45.15	47.10	49.08	51.07	53.07	55.47	57.55	60.14
12	HOURLY	5.08	5.27	5.47	5.65	5.89	6.14	6.39	6.64	6.94	7.20	7.52
12	O/VTIME	7.62	7.91	8.21	8.48	8.84	9.21	9.59	9.96	10.41	10.80	11.28

*Scheduled annual salaries are based on 215 days. Employees with fewer days earn proportionately less (e.g. satellite assistants and assistants to food service managers @ 212 days; custodians @ 210 days; full-time food service employees @ 197 days; and part-time food service employees @ 186 days).

AFSCME SALARY SCHEDULE B4*

1986-87

Effective July 1, 1986

(10-Month)

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
13	ANNUAL	\$ 9,050	\$ 9,396	\$ 9,708	\$ 10,127	\$ 10,553	\$ 10,981	\$ 11,411	\$ 11,927	\$ 12,374	\$ 12,931	\$ 13,442
13	BI-WEEK	420.90	437.00	451.50	471.00	490.80	510.70	530.70	554.70	575.50	601.40	625.20
13	DAILY	42.09	43.70	45.15	47.10	49.08	51.07	53.07	55.47	57.55	60.14	62.52
13	HOURLY	5.27	5.47	5.65	5.89	6.14	6.39	6.64	6.94	7.20	7.52	7.82
13	O/VTIME	7.91	8.21	8.48	8.84	9.21	9.59	9.96	10.41	10.80	11.28	11.73
14	ANNUAL	\$ 9,396	\$ 9,708	\$ 10,127	\$ 10,553	\$ 10,981	\$ 11,411	\$ 11,927	\$ 12,374	\$ 12,931	\$ 13,442	\$ 14,160
14	BI-WEEK	437.00	451.50	471.00	490.80	510.70	530.70	554.70	575.50	601.40	625.20	658.60
14	DAILY	43.70	45.15	47.10	49.08	51.07	53.07	55.47	57.55	60.14	62.52	65.86
14	HOURLY	5.47	5.65	5.89	6.14	6.39	6.64	6.94	7.20	7.52	7.82	8.24
14	O/VTIME	8.21	8.48	8.84	9.21	9.59	9.96	10.41	10.80	11.28	11.73	12.36
15	ANNUAL	\$ 9,708	\$ 10,127	\$ 10,553	\$ 10,981	\$ 11,411	\$ 11,927	\$ 12,374	\$ 12,931	\$ 13,442	\$ 14,160	\$ 14,808
15	BI-WEEK	451.50	471.00	490.80	510.70	530.70	554.70	575.50	601.40	625.20	658.60	688.70
15	DAILY	45.15	47.10	49.08	51.07	53.07	55.47	57.55	60.14	62.52	65.86	68.87
15	HOURLY	5.65	5.89	6.14	6.39	6.64	6.94	7.20	7.52	7.82	8.24	8.61
15	O/VTIME	8.48	8.84	9.21	9.59	9.96	10.41	10.80	11.28	11.73	12.36	12.92
16	ANNUAL	\$ 10,127	\$ 10,553	\$ 10,981	\$ 11,411	\$ 11,927	\$ 12,374	\$ 12,931	\$ 13,442	\$ 14,160	\$ 14,808	\$ 15,506
16	BI-WEEK	471.00	490.80	510.70	530.70	554.70	575.50	601.40	625.20	658.60	688.70	721.20
16	DAILY	47.10	49.08	51.07	53.07	55.47	57.55	60.14	62.52	65.86	68.87	72.12
16	HOURLY	5.89	6.14	6.39	6.64	6.94	7.20	7.52	7.82	8.24	8.61	9.02
16	O/VTIME	8.84	9.21	9.59	9.96	10.41	10.80	11.28	11.73	12.36	12.92	13.53
17	ANNUAL	\$ 10,553	\$ 10,981	\$ 11,411	\$ 11,927	\$ 12,374	\$ 12,931	\$ 13,442	\$ 14,160	\$ 14,808	\$ 15,506	\$ 16,257
17	BI-WEEK	490.80	510.70	530.70	554.70	575.50	601.40	625.20	658.60	688.70	721.20	756.10
17	DAILY	49.08	51.07	53.07	55.47	57.55	60.14	62.52	65.86	68.87	72.12	75.61
17	HOURLY	6.14	6.39	6.64	6.94	7.20	7.52	7.82	8.24	8.61	9.02	9.46
17	O/VTIME	9.21	9.59	9.96	10.41	10.80	11.28	11.73	12.36	12.92	13.53	14.19
18	ANNUAL	\$ 10,981	\$ 11,411	\$ 11,927	\$ 12,374	\$ 12,931	\$ 13,442	\$ 14,160	\$ 14,808	\$ 15,506	\$ 16,257	\$ 17,011
18	BI-WEEK	510.70	530.70	554.70	575.50	601.40	625.20	658.60	688.70	721.20	756.10	791.20
18	DAILY	51.07	53.07	55.47	57.55	60.14	62.52	65.86	68.87	72.12	75.61	79.12
18	HOURLY	6.39	6.64	6.94	7.20	7.52	7.82	8.24	8.61	9.02	9.46	9.89
18	O/VTIME	9.59	9.96	10.41	10.80	11.28	11.73	12.36	12.92	13.53	14.19	14.84

*Scheduled annual salaries are based on 215 days. Employees with fewer days earn proportionately less (e.g. satellite assistants and assistants to food service managers @ 212 days; Indian's @ 210 days; full-time food service employees @ 197 days; an

AFSCME SALARY SCHEDULE B4*

1986-87

Effective July 1, 1986
(10-Month)

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
19	ANNUAL	\$ 11,411	\$ 11,927	\$ 12,374	\$ 12,931	\$ 13,442	\$ 14,160	\$ 14,808	\$ 15,506	\$ 16,257	\$ 17,011	\$ 17,818
19	BI-WEEK	530.70	554.70	575.50	601.40	625.20	658.60	688.70	721.20	756.10	791.20	828.70
19	DAILY	53.07	55.47	57.55	60.14	62.52	65.86	68.87	72.12	75.61	79.12	82.87
19	HOURLY	6.64	6.94	7.20	7.52	7.82	8.24	8.61	9.02	9.46	9.89	10.36
19	O/VTIME	9.96	10.41	10.80	11.28	11.73	12.36	12.92	13.53	14.19	14.84	15.54
20	ANNUAL	\$ 11,927	\$ 12,374	\$ 12,931	\$ 13,442	\$ 14,160	\$ 14,808	\$ 15,506	\$ 16,257	\$ 17,011	\$ 17,818	\$ 18,680
20	BI-WEEK	554.70	575.50	601.40	625.20	658.60	688.70	721.20	756.10	791.20	828.70	868.80
20	DAILY	55.47	57.55	60.14	62.52	65.86	68.87	72.12	75.61	79.12	82.87	86.88
20	HOURLY	6.94	7.20	7.52	7.82	8.24	8.61	9.02	9.46	9.89	10.36	10.86
20	O/VTIME	10.41	10.80	11.28	11.73	12.36	12.92	13.53	14.19	14.84	15.54	16.29
21	ANNUAL	\$ 12,374	\$ 12,931	\$ 13,442	\$ 14,160	\$ 14,808	\$ 15,506	\$ 16,257	\$ 17,011	\$ 17,818	\$ 18,680	\$ 19,568
21	BI-WEEK	575.50	601.40	625.20	658.60	688.70	721.20	756.10	791.20	828.70	868.80	910.10
21	DAILY	57.55	60.14	62.52	65.86	68.87	72.12	75.61	79.12	82.87	86.88	91.01
21	HOURLY	7.20	7.52	7.82	8.24	8.61	9.02	9.46	9.89	10.36	10.86	11.38
21	O/VTIME	10.80	11.28	11.73	12.36	12.92	13.53	14.19	14.84	15.54	16.29	17.07
22	ANNUAL	\$ 12,931	\$ 13,442	\$ 14,160	\$ 14,808	\$ 15,506	\$ 16,257	\$ 17,011	\$ 17,818	\$ 18,680	\$ 19,568	\$ 20,509
22	BI-WEEK	601.40	625.20	658.60	688.70	721.20	756.10	791.20	828.70	868.80	910.10	953.90
22	DAILY	60.14	62.52	65.86	68.87	72.12	75.61	79.12	82.87	86.88	91.01	95.39
22	HOURLY	7.52	7.82	8.24	8.61	9.02	9.46	9.89	10.36	10.86	11.38	11.93
22	O/VTIME	11.28	11.73	12.36	12.92	13.53	14.19	14.84	15.54	16.29	17.07	17.90
23	ANNUAL	\$ 13,442	\$ 14,160	\$ 14,808	\$ 15,506	\$ 16,257	\$ 17,011	\$ 17,818	\$ 18,680	\$ 19,568	\$ 20,509	\$ 21,511
23	BI-WEEK	625.20	658.60	688.70	721.20	756.10	791.20	828.70	868.80	910.10	953.90	1,000.50
23	DAILY	62.52	65.86	68.87	72.12	75.61	79.12	82.87	86.88	91.01	95.39	100.05
23	HOURLY	7.82	8.24	8.61	9.02	9.46	9.89	10.36	10.86	11.38	11.93	12.51
23	O/VTIME	11.73	12.36	12.92	13.53	14.19	14.84	15.54	16.29	17.07	17.90	18.77
24	ANNUAL	\$ 14,160	\$ 14,808	\$ 15,506	\$ 16,257	\$ 17,011	\$ 17,818	\$ 18,680	\$ 19,568	\$ 20,509	\$ 21,511	\$ 22,569
24	BI-WEEK	658.60	688.70	721.20	756.10	791.20	828.70	868.80	910.10	953.90	1,000.50	1,049.70
24	DAILY	65.86	68.87	72.12	75.61	79.12	82.87	86.88	91.01	95.39	100.05	104.97
24	HOURLY	8.24	8.61	9.02	9.46	9.89	10.36	10.86	11.38	11.93	12.51	13.13
24	O/VTIME	12.36	12.92	13.53	14.19	14.84	15.54	16.29	17.07	17.90	18.77	19.70

*Scheduled annual salaries are based on 215 days. Employees with fewer days earn proportionately less (e.g. satellite assistants and assistants to food service managers @ 212 days; custodians @ 210 days; full-time food service employees @ 197 days; and part-time food service employees @ 186 days).

AFSCME SALARY SCHEDULE B4*

1986-87

Effective July 1, 1986
(10-Month)

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
25	ANNUAL	\$ 14,808	\$ 15,506	\$ 16,257	\$ 17,011	\$ 17,818	\$ 18,680	\$ 19,568	\$ 20,509	\$ 21,511	\$ 22,569	\$ 23,584
25	BI-WEEK	688.70	721.20	756.10	791.20	828.70	868.80	910.10	953.90	1,000.50	1,049.70	1,096.90
25	DAILY	68.87	72.12	75.61	79.12	82.87	86.88	91.01	95.39	100.05	104.97	109.69
25	HOURLY	8.61	9.02	9.46	9.89	10.36	10.86	11.38	11.93	12.51	13.13	13.72
25	O/VTIME	12.92	13.53	14.19	14.84	15.54	16.29	17.07	17.90	18.77	19.70	20.58
26	ANNUAL	\$ 15,506	\$ 16,257	\$ 17,011	\$ 17,818	\$ 18,680	\$ 19,568	\$ 20,509	\$ 21,511	\$ 22,569	\$ 23,584	\$ 24,644
26	BI-WEEK	721.20	756.10	791.20	828.70	868.80	910.10	953.90	1,000.50	1,049.70	1,096.90	1,146.20
26	DAILY	72.12	75.61	79.12	82.87	86.88	91.01	95.39	100.05	104.97	109.69	114.62
26	HOURLY	9.02	9.46	9.89	10.36	10.86	11.38	11.93	12.51	13.13	13.72	14.33
26	O/VTIME	13.53	14.19	14.84	15.54	16.29	17.07	17.90	18.77	19.70	20.58	21.50
27	ANNUAL	\$ 16,257	\$ 17,011	\$ 17,818	\$ 18,680	\$ 19,568	\$ 20,509	\$ 21,511	\$ 22,569	\$ 23,584	\$ 24,644	\$ 25,755
27	BI-WEEK	756.10	791.20	828.70	868.80	910.10	953.90	1,000.50	1,049.70	1,096.90	1,146.20	1,197.90
27	DAILY	75.61	79.12	82.87	86.88	91.01	95.39	100.05	104.97	109.69	114.62	119.79
27	HOURLY	9.46	9.89	10.36	10.86	11.38	11.93	12.51	13.13	13.72	14.33	14.98
27	O/VTIME	14.19	14.84	15.54	16.29	17.07	17.90	18.77	19.70	20.58	21.50	22.47
28	ANNUAL	\$ 17,011	\$ 17,818	\$ 18,680	\$ 19,568	\$ 20,509	\$ 21,511	\$ 22,569	\$ 23,584	\$ 24,644	\$ 25,755	\$ 26,914
28	BI-WEEK	791.20	828.70	868.80	910.10	953.90	1,000.50	1,049.70	1,096.90	1,146.20	1,197.90	1,251.80
28	DAILY	79.12	82.87	86.88	91.01	95.39	100.05	104.97	109.69	114.62	119.79	125.18
28	HOURLY	9.89	10.36	10.86	11.38	11.93	12.51	13.13	13.72	14.33	14.98	15.65
28	O/VTIME	14.84	15.54	16.29	17.07	17.90	18.77	19.70	20.58	21.50	22.47	23.48
29	ANNUAL	\$ 17,818	\$ 18,680	\$ 19,568	\$ 20,509	\$ 21,511	\$ 22,569	\$ 23,584	\$ 24,644	\$ 25,755	\$ 26,914	\$ 28,122
29	BI-WEEK	828.70	868.80	910.10	953.90	1,000.50	1,049.70	1,096.90	1,146.20	1,197.90	1,251.80	1,308.00
29	DAILY	82.87	86.88	91.01	95.39	100.05	104.97	109.69	114.62	119.79	125.18	130.80
29	HOURLY	10.36	10.86	11.38	11.93	12.51	13.13	13.72	14.33	14.98	15.65	16.35
29	O/VTIME	15.54	16.29	17.07	17.90	18.77	19.70	20.58	21.50	22.47	23.48	24.53

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*Scheduled annual salaries are based on 215 days. Employees with fewer days earn proportionately less (e.g. satellite assistants to food service managers @ 212 days; todians @ 210 days; full-time food service employees @ 197 days; ar...-time food service employees @ 186 days).

AFSCME SALARY SCHEDULE B4*

1986-87

Effective July 1, 1986

(12-Month)

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
07	ANNUAL	\$ 8,748	\$ 9,070	\$ 9,413	\$ 9,769	\$ 10,159	\$ 10,551	\$ 10,942	\$ 11,362	\$ 11,737	\$ 12,245	\$ 12,760
07	BI-WEEK	336.50	348.90	362.10	375.80	390.80	405.90	420.90	437.00	451.50	471.00	490.80
07	DAILY	33.65	34.89	36.21	37.58	39.08	40.59	42.09	43.70	45.15	47.10	49.08
07	HOURLY	4.21	4.37	4.53	4.70	4.89	5.08	5.27	5.47	5.65	5.89	6.14
07	O/VTIME	6.32	6.56	6.80	7.05	7.34	7.62	7.91	8.21	8.48	8.84	9.21
08	ANNUAL	\$ 9,070	\$ 9,413	\$ 9,769	\$ 10,159	\$ 10,551	\$ 10,942	\$ 11,362	\$ 11,737	\$ 12,245	\$ 12,760	\$ 13,278
08	BI-WEEK	348.90	362.10	375.80	390.80	405.90	420.90	437.00	451.50	471.00	490.80	510.70
08	DAILY	34.89	36.21	37.58	39.08	40.59	42.09	43.70	45.15	47.10	49.08	51.07
08	HOURLY	4.37	4.53	4.70	4.89	5.08	5.27	5.47	5.65	5.89	6.14	6.39
08	O/VTIME	6.56	6.80	7.05	7.34	7.62	7.91	8.21	8.48	8.84	9.21	9.59
09	ANNUAL	\$ 9,413	\$ 9,769	\$ 10,159	\$ 10,551	\$ 10,942	\$ 11,362	\$ 11,737	\$ 12,245	\$ 12,760	\$ 13,278	\$ 13,797
09	BI-WEEK	362.10	375.80	390.80	405.90	420.90	437.00	451.50	471.00	490.80	510.70	530.70
09	DAILY	36.21	37.58	39.08	40.59	42.09	43.70	45.15	47.10	49.08	51.07	53.07
09	HOURLY	4.53	4.70	4.89	5.08	5.27	5.47	5.65	5.89	6.14	6.39	6.64
09	O/VTIME	6.80	7.05	7.34	7.62	7.91	8.21	8.48	8.84	9.21	9.59	9.96
10	ANNUAL	\$ 9,769	\$ 10,159	\$ 10,551	\$ 10,942	\$ 11,362	\$ 11,737	\$ 12,245	\$ 12,760	\$ 13,278	\$ 13,797	\$ 14,420
10	BI-WEEK	375.80	390.80	405.90	420.90	437.00	451.50	471.00	490.80	510.70	530.70	554.70
10	DAILY	37.58	39.08	40.59	42.09	43.70	45.15	47.10	49.08	51.07	53.07	55.47
10	HOURLY	4.70	4.89	5.08	5.27	5.47	5.65	5.89	6.14	6.39	6.64	6.94
10	O/VTIME	7.05	7.34	7.62	7.91	8.21	8.48	8.84	9.21	9.59	9.96	10.41
11	ANNUAL	\$ 10,159	\$ 10,551	\$ 10,942	\$ 11,362	\$ 11,737	\$ 12,245	\$ 12,760	\$ 13,278	\$ 13,797	\$ 14,420	\$ 14,963
11	BI-WEEK	390.80	405.90	420.90	437.00	451.50	471.00	490.80	510.70	530.70	554.70	575.50
11	DAILY	39.08	40.59	42.09	43.70	45.15	47.10	49.08	51.07	53.07	55.47	57.55
11	HOURLY	4.89	5.08	5.27	5.47	5.65	5.89	6.14	6.39	6.64	6.94	7.20
11	O/VTIME	7.34	7.62	7.91	8.21	8.48	8.84	9.21	9.59	9.96	10.41	10.80
12	ANNUAL	\$ 10,551	\$ 10,942	\$ 11,362	\$ 11,737	\$ 12,245	\$ 12,760	\$ 13,278	\$ 13,797	\$ 14,420	\$ 14,963	\$ 15,634
12	BI-WEEK	405.90	420.90	437.00	451.50	471.00	490.80	510.70	530.70	554.70	575.50	601.40
12	DAILY	40.59	42.09	43.70	45.15	47.10	49.08	51.07	53.07	55.47	57.55	60.14
12	HOURLY	5.08	5.27	5.47	5.65	5.89	6.14	6.39	6.64	6.94	7.20	7.52
12	O/VTIME	7.62	7.91	8.21	8.48	8.84	9.21	9.59	9.96	10.41	10.80	11.28

*Scheduled annual salaries are based on 260 days. Employees with fewer days earn proportionately less.

AFSCME SALARY SCHEDULE B4*

1986-87

Effective July 1, 1986

(12-Month)

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
13	ANNUAL	\$ 10,942	\$ 11,362	\$ 11,737	\$ 12,245	\$ 12,760	\$ 13,278	\$ 13,797	\$ 14,420	\$ 14,963	\$ 15,634	\$ 16,255
13	BI-WEEK	420.90	437.00	451.50	471.00	490.80	510.70	530.70	554.70	575.50	601.40	625.20
13	DAILY	42.09	43.70	45.15	47.10	49.08	51.07	53.07	55.47	57.55	60.14	62.52
13	HOURLY	5.27	5.47	5.65	5.89	6.14	6.39	6.64	6.94	7.20	7.52	7.82
13	O/VTIME	7.91	8.21	8.48	8.84	9.21	9.59	9.96	10.41	10.80	11.28	11.73
14	ANNUAL	\$ 11,362	\$ 11,737	\$ 12,245	\$ 12,760	\$ 13,278	\$ 13,797	\$ 14,420	\$ 14,963	\$ 15,634	\$ 16,255	\$ 17,123
14	BI-WEEK	437.00	451.50	471.00	490.80	510.70	530.70	554.70	575.50	601.40	625.20	658.60
14	DAILY	43.70	45.15	47.10	49.08	51.07	53.07	55.47	57.55	60.14	62.52	65.86
14	HOURLY	5.47	5.65	5.89	6.14	6.39	6.64	6.94	7.20	7.52	7.82	8.24
14	O/VTIME	8.21	8.48	8.84	9.21	9.59	9.96	10.41	10.80	11.28	11.73	12.36
15	ANNUAL	\$ 11,737	\$ 12,245	\$ 12,760	\$ 13,278	\$ 13,797	\$ 14,420	\$ 14,963	\$ 15,634	\$ 16,255	\$ 17,123	\$ 17,905
15	BI-WEEK	451.50	471.00	490.80	510.70	530.70	554.70	575.50	601.40	625.20	658.60	688.70
15	DAILY	45.15	47.10	49.08	51.07	53.07	55.47	57.55	60.14	62.52	65.86	68.87
15	HOURLY	5.65	5.89	6.14	6.39	6.64	6.94	7.20	7.52	7.82	8.24	8.61
15	O/VTIME	8.48	8.84	9.21	9.59	9.96	10.41	10.80	11.28	11.73	12.36	12.92
16	ANNUAL	\$ 12,245	\$ 12,760	\$ 13,278	\$ 13,797	\$ 14,420	\$ 14,963	\$ 15,634	\$ 16,255	\$ 17,123	\$ 17,905	\$ 18,750
16	BI-WEEK	471.00	490.80	510.70	530.70	554.70	575.50	601.40	625.20	658.60	688.70	721.20
16	DAILY	47.10	49.08	51.07	53.07	55.47	57.55	60.14	62.52	65.86	68.87	72.12
16	HOURLY	5.89	6.14	6.39	6.64	6.94	7.20	7.52	7.82	8.24	8.61	9.02
16	O/VTIME	8.84	9.21	9.59	9.96	10.41	10.80	11.28	11.73	12.36	12.92	13.53
17	ANNUAL	\$ 12,760	\$ 13,278	\$ 13,797	\$ 14,420	\$ 14,963	\$ 15,634	\$ 16,255	\$ 17,123	\$ 17,905	\$ 18,750	\$ 19,658
17	BI-WEEK	490.80	510.70	530.70	554.70	575.50	601.40	625.20	658.60	688.70	721.20	756.10
17	DAILY	49.08	51.07	53.07	55.47	57.55	60.14	62.52	65.86	68.87	72.12	75.61
17	HOURLY	6.14	6.39	6.64	6.94	7.20	7.52	7.82	8.24	8.61	9.02	9.46
17	O/VTIME	9.21	9.59	9.96	10.41	10.80	11.28	11.73	12.36	12.92	13.53	14.19
18	ANNUAL	\$ 13,278	\$ 13,797	\$ 14,420	\$ 14,963	\$ 15,634	\$ 16,255	\$ 17,123	\$ 17,905	\$ 18,750	\$ 19,658	\$ 20,571
18	BI-WEEK	510.70	530.70	554.70	575.50	601.40	625.20	658.60	688.70	721.20	756.10	791.20
18	DAILY	51.07	53.07	55.47	57.55	60.14	62.52	65.86	68.87	72.12	75.61	79.12
18	HOURLY	6.39	6.64	6.94	7.20	7.52	7.82	8.24	8.61	9.02	9.46	9.89
18	O/VTIME	9.59	9.96	10.41	10.80	11.28	11.73	12.36	12.92	13.53	14.19	14.86

*Scheduled annual salaries are based on 260 days. Employees with fewer days earn proportionately less.

AFSCME SALARY SCHEDULE B4*

1986-87

Effective July 1, 1986

(12-Month)

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
19	ANNUAL	\$ 13,797	\$ 14,420	\$ 14,963	\$ 15,634	\$ 16,255	\$ 17,123	\$ 17,905	\$ 18,750	\$ 19,658	\$ 20,571	\$ 21,546
19	BI-WEEK	530.70	554.70	575.50	601.40	625.20	658.60	688.70	721.20	756.10	791.20	828.70
19	DAILY	53.07	55.47	57.55	60.14	62.52	65.86	68.87	72.12	75.61	79.12	82.87
19	HOURLY	6.64	6.94	7.20	7.52	7.82	8.24	8.61	9.02	9.46	9.89	10.36
19	O/VTIME	9.96	10.41	10.80	11.28	11.73	12.36	12.92	13.53	14.19	14.84	15.54
20	ANNUAL	\$ 14,420	\$ 14,963	\$ 15,634	\$ 16,255	\$ 17,123	\$ 17,905	\$ 18,750	\$ 19,658	\$ 20,571	\$ 21,546	\$ 22,587
20	BI-WEEK	554.70	575.50	601.40	625.20	658.60	688.70	721.20	756.10	791.20	828.70	868.80
20	DAILY	55.47	57.55	60.14	62.52	65.86	68.87	72.12	75.61	79.12	82.87	86.88
20	HOURLY	6.94	7.20	7.52	7.82	8.24	8.61	9.02	9.46	9.89	10.36	10.86
20	O/VTIME	10.41	10.80	11.28	11.73	12.36	12.92	13.53	14.19	14.84	15.54	16.29
21	ANNUAL	\$ 14,963	\$ 15,634	\$ 16,255	\$ 17,123	\$ 17,905	\$ 18,750	\$ 19,658	\$ 20,571	\$ 21,546	\$ 22,587	\$ 23,662
21	BI-WEEK	575.50	601.40	625.20	658.60	688.70	721.20	756.10	791.20	828.70	868.80	910.10
21	DAILY	57.55	60.14	62.52	65.86	68.87	72.12	75.61	79.12	82.87	86.88	91.01
21	HOURLY	7.20	7.52	7.82	8.24	8.61	9.02	9.46	9.89	10.36	10.86	11.38
21	O/VTIME	10.80	11.28	11.73	12.36	12.92	13.53	14.19	14.84	15.54	16.29	17.07
22	ANNUAL	\$ 15,634	\$ 16,255	\$ 17,123	\$ 17,905	\$ 18,750	\$ 19,658	\$ 20,571	\$ 21,546	\$ 22,587	\$ 23,662	\$ 24,799
22	BI-WEEK	601.40	625.20	658.60	688.70	721.20	756.10	791.20	828.70	868.80	910.10	953.90
22	DAILY	60.14	62.52	65.86	68.87	72.12	75.61	79.12	82.87	86.88	91.01	95.39
22	HOURLY	7.52	7.82	8.24	8.61	9.02	9.46	9.89	10.36	10.86	11.38	11.93
22	O/VTIME	11.28	11.73	12.36	12.92	13.53	14.19	14.84	15.54	16.29	17.07	17.90
23	ANNUAL	\$ 16,255	\$ 17,123	\$ 17,905	\$ 18,750	\$ 19,658	\$ 20,571	\$ 21,546	\$ 22,587	\$ 23,662	\$ 24,799	\$ 26,013
23	BI-WEEK	625.20	658.60	688.70	721.20	756.10	791.20	828.70	868.80	910.10	953.90	1,000.50
23	DAILY	62.52	65.86	68.87	72.12	75.61	79.12	82.87	86.88	91.01	95.39	100.05
23	HOURLY	7.82	8.24	8.61	9.02	9.46	9.89	10.36	10.86	11.38	11.93	12.51
23	O/VTIME	11.73	12.36	12.92	13.53	14.19	14.84	15.54	16.29	17.07	17.90	18.77
24	ANNUAL	\$ 17,123	\$ 17,905	\$ 18,750	\$ 19,658	\$ 20,571	\$ 21,546	\$ 22,587	\$ 23,662	\$ 24,799	\$ 26,013	\$ 27,291
24	BI-WEEK	658.60	688.70	721.20	756.10	791.20	828.70	868.80	910.10	953.90	1,000.50	1,049.70
24	DAILY	65.86	68.87	72.12	75.61	79.12	82.87	86.88	91.01	95.39	100.05	104.97
24	HOURLY	8.24	8.61	9.02	9.46	9.89	10.36	10.86	11.38	11.93	12.51	13.13
24	O/VTIME	12.36	12.92	13.53	14.19	14.84	15.54	16.29	17.07	17.90	18.77	19.70

*Scheduled annual salaries are based on 260 days. Employees with fewer days earn proportionately less.

AFSCME SALARY SCHEDULE B4*

1986-87

Effective July 1, 1986
(12-Month)

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
25	ANNUAL	\$ 17,905	\$ 18,750	\$ 19,658	\$ 20,571	\$ 21,546	\$ 22,587	\$ 23,662	\$ 24,799	\$ 26,013	\$ 27,291	\$ 28,519
25	BI-WEEK	688.70	721.20	756.10	791.20	828.70	868.80	910.10	953.90	1,000.50	1,049.70	1,096.90
25	DAILY	68.87	72.12	75.61	79.12	82.87	86.88	91.01	95.39	100.05	104.97	109.69
25	HOURLY	8.61	9.02	9.46	9.89	10.36	10.86	11.38	11.93	12.51	13.13	13.72
25	O/VTIME	12.92	13.53	14.19	14.84	15.54	16.29	17.07	17.90	18.77	19.70	20.58
26	ANNUAL	\$ 18,750	\$ 19,658	\$ 20,571	\$ 21,546	\$ 22,587	\$ 23,662	\$ 24,799	\$ 26,013	\$ 27,291	\$ 28,519	\$ 29,801
26	BI-WEEK	721.20	756.10	791.20	828.70	868.80	910.10	953.90	1,000.50	1,049.70	1,096.90	1,146.20
26	DAILY	72.12	75.61	79.12	82.87	86.88	91.01	95.39	100.05	104.97	109.69	114.62
26	HOURLY	9.02	9.46	9.89	10.36	10.86	11.38	11.93	12.51	13.13	13.72	14.33
26	O/VTIME	13.53	14.19	14.84	15.54	16.29	17.07	17.90	18.77	19.70	20.58	21.50
27	ANNUAL	\$ 19,658	\$ 20,571	\$ 21,546	\$ 22,587	\$ 23,662	\$ 24,799	\$ 26,013	\$ 27,291	\$ 28,519	\$ 29,801	\$ 31,143
27	BI-WEEK	756.10	791.20	828.70	868.80	910.10	953.90	1,000.50	1,049.70	1,096.90	1,146.20	1,197.90
27	DAILY	75.61	79.12	82.87	86.88	91.01	95.39	100.05	104.97	109.69	114.62	119.79
27	HOURLY	9.46	9.89	10.36	10.86	11.38	11.93	12.51	13.13	13.72	14.33	14.98
27	O/VTIME	14.19	14.84	15.54	16.29	17.07	17.90	18.77	19.70	20.58	21.50	22.47
28	ANNUAL	\$ 20,571	\$ 21,546	\$ 22,587	\$ 23,662	\$ 24,799	\$ 26,013	\$ 27,291	\$ 28,519	\$ 29,801	\$ 31,143	\$ 32,545
28	BI-WEEK	791.20	828.70	868.80	910.10	953.90	1,000.50	1,049.70	1,096.90	1,146.20	1,197.90	1,251.80
28	DAILY	79.12	82.87	86.88	91.01	95.39	100.05	104.97	109.69	114.62	119.79	125.18
28	HOURLY	9.89	10.36	10.86	11.38	11.93	12.51	13.13	13.72	14.33	14.98	15.65
28	O/VTIME	14.84	15.54	16.29	17.07	17.90	18.77	19.70	20.58	21.50	22.47	23.48
29	ANNUAL	\$ 21,546	\$ 22,587	\$ 23,662	\$ 24,799	\$ 26,013	\$ 27,291	\$ 28,519	\$ 29,801	\$ 31,143	\$ 32,545	\$ 34,008
29	BI-WEEK	828.70	868.80	910.10	953.90	1,000.50	1,049.70	1,096.90	1,146.20	1,197.90	1,251.80	1,308.00
29	DAILY	82.87	86.88	91.01	95.39	100.05	104.97	109.69	114.62	119.79	125.18	130.80
29	HOURLY	10.36	10.86	11.38	11.93	12.51	13.13	13.72	14.33	14.98	15.65	16.35
29	O/VTIME	15.54	16.29	17.07	17.90	18.77	19.70	20.58	21.50	22.47	23.48	24.53

*Scheduled annual salaries are based on 260 days. Employees with fewer days earn proportionately less.

AFSCME Bus Driver Salary Schedule U3*

1986-87

Effective July 1, 1986

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Occupational Code - 5501				Regular FullTime Bus Drivers							
1 ANNUAL	\$ 9,252	\$ 9,542	\$ 9,819	\$10,141	\$10,462	\$10,814	\$11,200	\$11,583	\$11,981	\$12,396	\$12,810
1 BIWEEKLY	484.40	499.60	514.10	531.00	547.80	566.20	586.40	606.50	627.30	649.10	670.70
1 DAILY	48.44	49.96	51.41	53.10	54.78	56.62	58.64	60.65	62.73	64.91	67.07
1 HOURLY	6.92	7.14	7.35	7.59	7.83	8.09	8.38	8.67	8.97	9.28	9.59
1 OVERTIME	10.38	10.71	11.03	11.39	11.75	12.14	12.57	13.01	13.46	13.92	14.39

*Scheduled annual, biweekly, and daily rates are based on a seven hour workday for 191 days. Actual rates will vary based on individual work schedule, and employees who are scheduled fewer work days earn proportionately less.

The School Board of Dade County, Florida adheres to a policy of nondiscrimination in educational programs/activities and employment and strives affirmatively to provide equal opportunity for all as required by:

Title VI of the Civil Rights Act of 1964 - prohibits discrimination on the basis of race, color, religion, or national origin.

Title VII of the Civil Rights Act of 1964, as amended - prohibits discrimination in employment on the basis of race, color, religion, sex, or national origin.

Title IX of the Education Amendments of 1972 - prohibits discrimination on the basis of sex.

Age Discrimination Act of 1967, as amended - prohibits discrimination on the basis of age between 40 and 70.

Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against the handicapped.

Florida Educational Equity Act - prohibits discrimination on the basis of race, sex, national origin, marital status or handicap against a student or employee.

Veterans are provided re-employment rights in accordance with P.L. 93-508 (Federal) and Section 295.07, Florida Statutes, which also stipulates categorical preferences for employment.





830757

APRIL 19, 1988

*This report is authorized by law 29 U.S.C. 2.
Your voluntary cooperation is needed to make
the results of this survey comprehensive,
accurate, and timely.*

Form Approved
O.M.B. No. 1220-0001
Approval Expires 1/31/90

Wage and Salary Administrator
County of Dade
1410 NE Second Avenue
Miami, FL. 33132

PREVIOUS AGREEMENT EXPIRED
JUNE 30, 1985

Respondent:

We have in our file of collective bargaining agreements a copy of your agreement(s):

Dade Cnty FL Public Schs Maint Food Serv & Oth L 1363 WITH STATE, COUNTY, AND MUNICIPAL E.
FLORIDA

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction or public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

Janet L. Norwood

JANET L. NORWOOD
Commissioner

PLEASE RETURN THIS LETTER WITH
YOUR RESPONSE OR AGREEMENT(S).

If more than one agreement, use back of form for each document. (Please Print)

1. Approximate number of employees involved 6538
2. Number and location of establishments covered by agreement _____
3. Product, service, or type of business Public Schools
4. If your agreement has been extended, indicate new expiration date Current contract expires 6-30-83

Negotiation for new contract will commence on/before 7-1-88

Your Name and Position

Mr. James Hayes, Jr., Supervisor

Area Code/Telephone Number

305-347-7023

Address

1444 Discayne Boulevard, Suite 303 Miami, Florida 33132

City/State/ZIP Code